

## **Joint Statement between UCU Queen Mary branch (“QMUCU”) and Queen Mary University of London (“the university”)**

The university and QMUCU are committed to working together on areas of mutual interest for the benefit of our staff.

The university and QMUCU have recently discussed the USS pension scheme, pay and the impact of the rising cost of living, and any issues around casualisation and workloads. The university and QMUCU are committed to active, ongoing discussions on these issues, recognising that there are local measures we can explore together for the benefit of all staff at Queen Mary University of London. In addition, when developing its position on future employer consultations on nationally-negotiated issues, the university will commit to seeking the views of the campus trade unions through the Joint Consultative Forum.

The recent discussions between the university and QMUCU have led to agreement to undertake new joint work in the following areas with all our local campus trade unions, which will be taken forward by local sub-committees of the Joint Consultative Forum. The ideas that form the basis of this new work came from the constructive engagement of UCU representatives with the University’s representatives on the Joint Consultative Forum. Alongside these agreed activities, the university and QMUCU will work with all local campus trade unions to improve the effectiveness of the Joint Consultative Forum and resume negotiations on the Recognition Agreement, as part of which the university commits to making additional facilities time available for trade unions to engage in joint work.

### Pay and Conditions

1. With the aim of establishing career pathways, the university and QMUCU will commence joint work to review the use of fixed-term, part-time and hourly paid contracts, budget allocation and related terms and conditions, to ensure such contracts are being used appropriately. In line with the Research Concordat and Athena Swan principles, this work will consider concerns raised in relation to any barriers to staff seeking to move from fixed-term to permanent status, and from part-time to full-time status. It will also ensure that staff are on the correct terms and conditions for their career pathway. A more detailed project plan and resource allocation to undertake the joint work will be mutually agreed by October 2022, with a view to completing the work by the end of July 2023.
2. In relation to pay gaps, the university will undertake joint work to review and understand existing actions to reduce gender and ethnicity pay gaps among staff, and introduce new actions where needed with the joint goal of closing these gaps. The university will also initiate similar work with disability pay gaps.
3. The university and QMUCU will now work together with all the campus trade unions to develop robust principles to ensure equity, fairness and transparency in workload allocation, identifying how these may be embedded into relevant policy and guidance where appropriate. Applying these principles, the university will reduce workloads where they are deemed inappropriate and take these considerations into account in resource planning processes.

## Pensions

4. The university and QMUCU are both committed to ensuring staff have access to the best possible pension scheme that is affordable and sustainable, and attractive to staff at all levels. Taking into account all available information, and working within UK regulatory pension conditions, the university will continue to work with all stakeholders to secure the best outcome, including active discussion on the valuation of the pension scheme and the implications of changes to contributions and benefits for staff. In these discussions, the university recognises that, for QMUCU, maintaining promised benefits is a priority over reductions in contributions. The university will also ensure that campus trade unions have the opportunity to present their views on any future employer consultations through the Joint Consultative Forum.