

**MINUTES OF THE EIGHTH MEETING OF THE STAFFING COMMITTEE OF
THE GOVERNING BODY OF THE NORTH WEST REGIONAL COLLEGE
HELD IN 12 NOVEMBER 2008 AT 5.00PM**

PRESENT: Mr H Faulkner (Chair)
Mrs J Doherty
Dame Geraldine Keegan
Mr D McMahon
Mr S Murphy (Director)

IN ATTENDANCE: Ms K Duffy (Assistant Director, Human Resources)
Mr D McClelland (Secretary)

8.1 APOLOGIES

None

8.2 MINUTES OF MEETING HELD ON 16 JULY 2008

It was proposed by Dame Geraldine Keegan seconded by Mrs Doherty and agreed that the minutes were an accurate record of the meeting.

8.3 MATTERS ARISING

7.5 Ill Health Termination. The Assistant Director reported that the matter had now been concluded.

8.4 CHAIRMAN'S BUSINESS

The Chair indicated that, due to his recent appointment as Acting Chair of the Governing Body, he wished to relinquish the Chair of Committee. He requested that a new Chair be appointed at the next meeting of the Committee.

8.5 APPOINTMENTS AND RESIGNATIONS (Ref: Paper SC8.5)

The Assistant Director outlined staffing movements as described in the paper. In reply to a question she indicated that persons placed on a waitlist were prioritised and employed when required. She mentioned her intention to enhance the information provided to members by including additional aspects of staffing movements in future papers.

Members noted the paper's contents.

8.6 STAFFING ISSUES (Ref: Paper SC8.6)

The Assistant Director outlined requests from members of staff as follows:

- 3 members requesting unpaid leave / extension to unpaid leave
- 1 member of staff requesting a temporary reduction in working hours
- 1 member of staff requesting an extension to a secondment.

It was noted that all requests have the support of line managers and the Director.

It was proposed by Mrs Doherty seconded by Dame Geraldine Keegan and agreed to recommend to the Governing Body that the requests be granted.

8.7 LEGAL CASES UPDATE (Ref: paper SC8.7)

The Assistant Director reported on a legal case on which a hearing is pending.

8.8 ASSOCIATE LECTURER AGREEMENT

The Assistant Director outlined the history of this matter which had previously been considered by members. She reported that, following discussion at sector-level, the issue still remained one for the college to determine its own appropriate action. In further discussion, members considered the impact of the agreement on the College's equality obligations as well as its contractual responsibilities. It was proposed by Mr McMahon seconded by Dame Geraldine Keegan and agreed to seek legal opinion and to bring the matter to the Governing Body at its next meeting.

8.9 SECTION 75 – PROGRESS REPORT 2007/2008 (Ref: paper SC8.9)

The Assistant Director distributed the report to members. She mentioned the Cultural Diversity Project and the significant contribution it had made to the College fulfilling its obligations under the Act. Members paid tribute to the work done by staff in formulating the report and agreed to consider the matter again following response from the Commission.

8.10 EQUAL OPPORTUNITIES REPORT (Ref: paper SC8.10)

The Assistant Director drew members' attention to various aspects of the report including the range of equality categories which were being monitored by the College. She concluded that, although an imbalance in the workforce still exists, it would appear that the applicant makeup is now in line with that of the College's local catchment area. Members noted the report and the recommendations which it contained.

8.11 ANY OTHER BUSINESS

8.11.1 The Director reported on a issue relating to an applicant for a part-time teaching post. Following discussion members expressed the view that the person was not appointable and that the selection panel involved should review the matter.

8.11.2 The Director reported that he had given notice to the staff associations in October of potential redundancies this academic year.

Date of next meeting: Monday 2 February 2009 at 4.00pm in Strand Road Campus.

The Chair closed the meeting at 6.25pm.

Signed: _____ (Chair)

Date: _____