
MINUTES OF THE TWELTH MEETING OF THE STAFFING COMMITTEE OF THE GOVERNING BODY OF THE NORTH WEST REGIONAL COLLEGE HELD IN THE BOARDROOM, STRAND ROAD CAMPUS ON 28 OCTOBER 2009 AT 4.20PM

PRESENT: Mrs J Doherty (Acting Chair)
Mr H Faulkner
Mr D McMahan
Mr S Murphy (Director)

IN ATTENDANCE: Mr D McClelland (Secretary)

12.1 APOLOGIES

An apology was received from Dame Geraldine Keegan and from Mrs K Duffy.

12.2 MINUTES OF PREVIOUS MEETINGS**12.2.1 Meeting held on 1 June 2009**

It was proposed by Mr Faulkner seconded by Mr McMahan and agreed that the minutes were an accurate record of the meeting.

12.2.2 Special Meeting held on 24 June 2009

It was proposed by Mr Faulkner seconded by Mr Murphy and agreed that the minutes were an accurate record of the meeting.

12.3 MATTERS ARISING

The Director updated members on the outcome of the redundancy issue.

12.4 CHAIRMAN'S BUSINESS

No business was conducted under this heading.

12.5 APPOINTMENTS AND RESIGNATIONS (Ref: Paper SC12.5)

The Director provided members with an updated paper. Members discussed a number of issues including

- posts where appointments did not proceed - Director to check on reasons
- posts where no candidate successfully completed the assessment test

Members noted the paper's contents.

12.6 STAFFING ISSUES (Ref: Paper SC12.6)

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

It was proposed by Mr Faulkner seconded by Mr McMahan and agreed to recommend to the Governing Body that these requests be granted.

12.7 LEGAL CASES UPDATE (Ref: paper SC12.7 tabled)

The Director reported on two cases both of which are on-going.

12.8 EMPLOYMENT RELATIONS FRAMEWORK (Ref: paper SC12.8)

The Director reported on initial discussions which had taken place with staff associations. He indicated that further discussions were due to take place and that he may be in a

position to report progress at the next meeting of the Governing Body. Members expressed their support for the paper.

12.9 2008 – 2009 SECTOR ABSENCE STATISTICS (Ref: paper SC12.9)

Members commented on the encouraging improvement in the College's non-teaching absence statistics. It was suggested that the period of absence allowed prior to an independent medical assessment taking place should be reviewed.

12.10 EQUAL OPPORTUNITIES REPORT (Ref: paper SC12.10)

The Director reported continuing improvement in seeking a balance of the College workforce. He drew members' attention to the recommendations contained in the paper. Members noted its content. The Acting Chair thanked the Assistant Director (Human Resources) for the progress achieved as reflected in the report. .

12.11 SECTION 75 – PROGRESS REPORT (Ref: paper SC12.11 tabled)

The Director drew members' attention to the annual report required by the Equal Opportunities Commission which was available for inspection.

12.12 ANY OTHER BUSINESS

12.12.1 Scheme for the placing of lecturers on salary scales (Ref: paper SC12.12.1 tabled)

The Director explained that, following the implementation of the new contract, it has been necessary to re-visit the criteria used to place a newly serving lecturer on the salary scale. It was proposed by Mr Faulkner seconded by Mr McMahon and agreed to recommend to the Governing Body that the criteria described in the paper be used to place lecturers on the salary scale.

12.12.2 Addendum to Recruitment and Selection Policy (Ref: paper SC12.12.2 tabled)

The Director submitted a minor amendment to the policy to allow greater efficiency in use of staff on selection panels. It was proposed by Mr Faulkner seconded by Mr McMahon and agreed to recommend to the Governing Body that the addendum be accepted.

12.12.3 Further staff and student issues

The Director reported on two cases of the suspension of staff members. He also mentioned an agreement to accept a particular student on a College course.

12.12.4 New Contract

The Director reported on a difficulty which had arisen with the implementation of the new contract. He indicated that discussion would be taking place with relevant bodies in an effort to resolve the situation.

Date of next meeting: Monday 8 February 2010 at 5.30pm in Strand Road Campus.

The Acting Chair closed the meeting at 5.10pm.

Signed: _____ (Chair)

Date: _____