

Version 01  
number:



UNIVERSITY OF

- Recognition of legitimate interests- a clear understanding of the principal aims and goals of the university

2.2. The signatories to this Local Recognition Agreement jointly agree:

a. to promote harmonious relationships through the maintenance of effective joint consultation and negotiation

b. to recognise that it is in the interests of the University, its employees and the students, that the University should function effectively;

c. to recognise the need for a strong and effective institution that can establish career

structures and encourage staff professional development and training programmes;

d. to recognise the role and importance of the recognised Trade Unions within the University

e. that the continuing development of the University is essential to the well-being of the community

**3. Recognition**

- 3.1. The University believes that fully representative Unions lead to good industrial relations and recognises that it is of mutual benefit to the University that its employees are members of

recognised Trade Unions and that those Trade Unions should play an active role in representing staff both collectively and individually. The University therefore recognises UCU and Unison as representing members of staff who are employed by the University and are members of these Trade Unions.

- 3.2. The Board of Governors will consult and negotiate only with the University and College

Union (UCU) and UNISON on behalf of all employees of the University.

**4. Joint Consultative Group**

- 4.1. Except where agreed procedures determine otherwise, consultations and negotiations between the nominated representatives of the Board of Governors and representatives of the recognised Trade Unions will normally take place under the auspices of the JCG.

**5. Constitution of the Joint Consultative Group**

- 5.1. The Vice-Chancellor's Group and the recognised Trade Unions accept the need to limit the

- a. At least 3 ordinary meetings of the Joint Consultative Group will be held each year. The dates of the meetings will be notified at least one month in advance. Items for the agenda must be identified to the Clerk to the Joint Consultative Group at least 7