

PARTNERSHIP AGREEMENT BETWEEN ABERYSTWYTH UNIVERSITY AND ITS RECOGNISED TRADE UNIONS

Parties to the Agreement

Aberystwyth University, UCU, UNISON, UNITE

Purpose

The purpose of this Agreement is to set out the key principles associated with a partnership approach to employee relations. This Agreement supplements – but re-affirms its commitment to -two separate documents:

1. A formal Recognition Agreement which sets out the combined responsibilities towards information, consultation, and negotiation
2. A Facilities Time Agreement which formally acknowledges the importance which the University places on making management/unions relations work effectively.

Aim

The main aim of this Agreement is for all recognised parties to commit to a way of working that does not rely solely on formal information giving, consultation and negotiation. It is recognised that formal processes will in many cases need to be followed at some part of discussions but a commitment to early information sharing and joint problem-solving will be the key to partnership behaviours.

Key Principles

All parties have a common objective to ensure the continuance of the operations of the University and its long-term sustainability. This is designed to ensure the success of those operations in the interest of all staff, students, and other stakeholders.

The University management has the authority to make final decisions about the operations of the University but will involve the trade unions in discussions at the earliest reasonable stage.

All parties will encourage the development of a culture in which problems and issues that legitimately affect the mutual interest of the University and its employees can be discussed and seek resolution with honesty and integrity.

All parties will adhere to confidentiality where it is requested for the purposes of effective early discussion.

The parties will make efforts to operate a “no surprises” communications approach and will aim to communicate jointly where it is appropriate.

All parties will be responsible for ensuring that all communication they send to their employees and members will be factual.

All parties will take responsible steps to ensure that all relevant members of their constituent groups (primarily union representatives granted facilities time and University managers to Head of Department level) understand partnership principles, seek to adopt them locally and where necessary provide training or briefing in the behaviours expected.

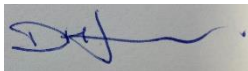
Review

The agreement will be reviewed after 12 months of its formal adoption through JCNC on its success so far and any lessons for further improvement.

SIGNATORIES


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Director of HR & Organisational Development

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Date



Representative from UNISON

21/06/2022
Date

...  ... John GOUGH
Representative from UCU

16/06/2022....
Date

... 
Keith Hammond.

Representative from UNITE

16th June 2022
Date