

# u+we in solidarity

Newsletter of UWE Branch of the UCU

29<sup>th</sup> November 2011

## Workload Calculation

We have been assured by University Senior Management that full details of individual workload and workload distribution within departments should be published by Heads of Department in early December. This will be evidence of **Transparency** - one of the principles for establishing a University-wide workload calculation tool (perhaps a better description of the University Workload Model - WLM). Once we have University-wide publication then we will better be able to judge the impact of the WLM on individuals and whether the application of the WLM has met the other two principles of the WLM - **Fairness** and **Equity**. It remains the duty of Heads of Department to set and monitor workloads and thereby ensure that no-one has an unreasonable workload.

**Confused by the WLM?** Visit our FAQ at:  
[www.uweucu.org.uk/wlmFAQ.html](http://www.uweucu.org.uk/wlmFAQ.html)

At the last Branch Executive Meeting our new Equality Officer (Elaine Hall) brought two HEFCE documents to the attention of other Officers and Faculty Reps 'The Management of Academic Workloads: Improving Practice in the Sector' and 'Fulfilling Student Expectations Through Effective Workload Planning'.

[www.research.salford.ac.uk/maw/](http://www.research.salford.ac.uk/maw/)  
[www.hefce.ac.uk/finance/fundinghe/trac/tdg/mip.asp](http://www.hefce.ac.uk/finance/fundinghe/trac/tdg/mip.asp)

## H Grade Programme Manager and Module Leader Roles

UWE Human Resources are currently undertaking a review of these roles and outcomes will be shared with UCU after submission to the Senior Management Team. Officers and Faculty Reps will continue to analyse the requirements of these roles to ensure that they do not go beyond that required of an H grade lecturer. The UCU Branch Executive will circulate these role descriptions when we receive them and seek your feedback. We will also continue to challenge any attempts by middle managers to vary the duties required and therefore go beyond the descriptions in the Higher Education Role Analysis Role (HERA) Benchmarks developed by UWE and within the new agreement that binds employers to the (New) HE Pay Framework and the National Contract.

## WLM Unofficial Ballot

Size of constituency: 657  
Total votes cast: 317  
Turnout: 48%

Q: I am willing to go on strike to support the WLM campaign:

Yes: 156

No: 102

Abstain/No preference expressed: 49

Q: I am willing to take industrial action *short of a strike* to support the WLM campaign:

Yes: 239

No: 37

Abstain/No preference expressed: 31

Notes:

1. The rubric for the ballot states that not expressing a preference is equivalent to selecting the Abstain option.
2. No-one submitted a completely blank return - i.e. pressed Submit without selecting any preferences in both ballots.

The Branch Executive Committee will now seek permission from the UCU National Higher Education Committee to hold a full ballot of members in relation to our dispute with UWE managers about the University Workload Model.

## 'Your Pension Needs You' Strike November 30th

We join our colleagues in UNISON and other public service unions in striking on Wednesday. There will be pickets from early morning on all entrances to the University and a demonstration in Bristol City centre. Please encourage colleagues who are not members of UCU to join the Union and to join us on the picket line and at the demonstration. Colleagues can join with immediate effect on the UCU website: <http://www.ucu.org.uk/index.cfm?articleid=2283>

Your Branch Exec have agreed that children can attend picket lines and of course the rally. The Strike Committee is Cath Fletcher, Andy Tubb (Chair of the Strike Committee) and Elaine Hall. Please contact Andy if you have any questions or requests in relation to the strike action.

## How Will Pension Changes Affect You?

You can check out the proposed reforms to the Teachers' Pension Scheme. This is available at: [www.teacherspensions.co.uk/calculator/calculator.html](http://www.teacherspensions.co.uk/calculator/calculator.html)

### Previous Strike Deductions Donated

The University has donated the pay deducted from members on the previous two UCU strike days to the Better Together Fund and the Student Hardship Fund. Each fund has received £46,905.88.

## Branch Health Audit

The Branch Executive Committee have now completed a 'health audit' of the Branch and established three aims for this year:

- 1 To map the University in terms of UCU membership density;
- 2 Establish plans for increasing recruitment;
- 3 Ensure all new Faculty Reps and Branch Officers have access to induction materials, training and mentoring.

New Officers and Faculty Reps have attended the first module of the UCU Stage 1 training and 'in-house training' for the whole Exec continues as a regular feature of the fortnightly Exec. meetings. We have had one session on supporting members in casework and have planned a session on responsibilities of Faculty Reps in relation to Health and Safety.

## Changes to Branch Executive

As you may be aware, Doug Pringle (Faculty Rep at Glenside for Health and Life Sciences) will soon be leaving UWE. He has made an important contribution to the Branch over the last few years and we will miss him. However, we are pleased to say that Rob Pardoe has accepted the role of Faculty Rep at Glenside. Rob is an experienced 'old hand' in the union so "Welcome back Rob"!

The post of Treasurer will also soon become available. This is an important Officer role and from January will attract 15 bundles of facility time. Please contact our current Treasurer Libby Thompson or our Branch Chair Terryl Bacon for more details.

You can find a list of current reps and officers on the web site at: [www.uweucu.org.uk/contactsOfficers.html](http://www.uweucu.org.uk/contactsOfficers.html)

### Branch Meetings

The Branch Exec. are currently considering the format of Branch meetings in order to involve more members and to encourage debate. Please note and prioritise the following dates:

- Ordinary General Meeting (OGM) 1 February 2012 in 2B067 at 1.30 to 3.30
- OGM 7 March (moved from 29 Feb) in 2B067 at 1.30 to 3.30
- Annual General Meeting (AGM) and OGM 16 May in 2B067 at 1.30 to 3.30

**Your Pension Needs You!**

**SUPPORT THE STRIKE**

**Wednesday 30<sup>th</sup> November 2011**

**Join the Picket Rota: <http://tinyurl.com/UCUPicket>**

**March and Rally in Bristol from College Green at 12 noon**