

UCU UWE June 2016

LISTENING TO, WORKING WITH, PROMOTING THE NEEDS OF MEMBERS..... MEMBERS AND STRIVING FOR A SECURE FUTURE.

Branch news

GET ANGRY *GET ACTIVE***WORK TO CONTRACT**

Following on from the two day strike in May and as we prepare for the next round of strike action... here is some useful advice from your UCU Branch....

A. We advise members to fill in the HR web form regarding strike action, stating clearly what action they are taking part in, be it strike and/ or ASOS. You can update your status by resubmitting the form as often as they please. HR are set up to process this information effectively.

B. We instruct members that they record the work that they were **unable to undertake while on strike.** You must then have a conversation with your line manager to determine their workload priorities, and determine what work they are not going to be able to undertake because they were on strike (each day equates to 3 workload bundles. The manager must decide what to delete (they are the manager and must be enabled to do this, and may in fact also be a member). This will establish which part of WAMs the individual did not do, or indeed which unbundled work was not undertaken.

C. We strongly suggest that all members have a conversation with their manager about what their workload will be next year, and if they consider there is insufficient time to complete the proposed work plan, they identify which unbundled tasks they are unable to undertake. Any work that cannot be accommodated within a professionally planned workload of 500 bundles should be allocated to a later year or another member of staff. 550 is an absolute limit for any individual workload plan. You can be part of a process that controls this.

D. In the event that a UWE manager reports a member for partial performance of duties and they are recorded as taking part in the IA it has been agreed with HR that there will be a transparent process of investigation by UWE and representation by UCU similar



Highlights from UCU Annual Congress 2016

Professor Harriet Bradley, Branch Chair

This was a reasonably amicable and instructive meeting at which masses of motions were passed nem con.

Current Industrial Dispute

There was considerable debate about how to take the dispute forward. It was agreed there was a need to keep momentum going over the summer but that we wouldn't put too much pressure on members in the holiday period. Each HEI is supposed to hold one strike day during June and July. Then in the autumn term we will be moving to more impactful ASOS. The Conference voted down the proposal to hold a strike on the 18th of August (clearing and results day).

White Paper

A large number of motions were passed deploring the white paper including one to boycott the TEF. The incoming President of the NUS, Malia Bouattia, addressed the Congress later and affirmed NUS intentions to oppose TEF and to sabotage the NSS

Lecture capture

Conference while accepting that lecture capture may be desirable in some circumstances the Conference opposed blanket imposition, as a threat to jobs and to academic freedom. It was suggested that we investigate the possibility of using the protection afforded by performing rights legislation.

Equality issues

There is continual concern about bullying by managers of staff with disabilities, especially those which are 'invisible'. Worryingly, it was reported that there has been decline in the levels of disclosure.

Casualization

A useful survey has been carried out showing the proportions of casual workers in research and teaching in most universities. Across the sector some half of employees are on casual contracts. Unfortunately UWE did not respond to the request for information. We will need to pursue this with HR.

NHS Bursaries

It was pointed out that currently 80,000 students in nursing and related areas were supported on NHS bursaries. There is a major fear that these numbers will drop dramatically if loans replace bursaries. It was reported that there is currently a take up shortfall of 30,000. We voted to oppose these cuts.

Other items of interest

We were asked to pressure our institutions to waive fees for Syrian and Palestinian students

The union is soliciting support for refugees in the camps at Calais and Dunkirk.



SOME PHOTOS FROM THE MAY STRIKES AT UWE



Five Compelling Reasons to persuade your colleagues to join UCU

When UCU members have a problem at work, they don't face it alone. They seek the union's expert advice for free. Last year our branches provided face to face advice for more than 28,000 UCU members.

When UCU members are involved in a disciplinary or grievance hearing, they don't face it alone. Our case workers sit alongside and represent them. Last year we supported more than 8,000 UCU members in disciplinary or grievance hearings.

When UCU members require legal help they don't wrack up hundreds of pounds in solicitors' fees. Our legal advocacy team provide the best lawyers and get the best results with no charge for UCU members. Last year we won more than £10m for UCU members treated unfairly at work.

When UCU members want a pay rise they don't stand alone. Our negotiators use the collective power of 110,000 members to make the case for everyone. Last year we negotiated salary increases for more than 110,000 UCU members covering more than 500 employers.

When UCU members want to get more out of their job they use our career enhancing Continuing Professional Development programme. While non-members pay £200 a course, UCU members get them free.

Last year we helped more than 15,000 staff get access to our CPD programme including courses on classroom management, applying for research funding and voice care.

UCU specialises in providing high quality representation for education staff in colleges, universities, prisons and adult learning institutions. That is what makes us, in the words of The Guardian, 'Britain's biggest academic lobby.'

Be part of it. Join UCU now from as little as 99p a month and get a free copy of our Staff Survival Guide packed full of useful advice, tips and hints to get the most of your job.