

BREAKING NEWS

MARCH 2017

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



Branch news: Is the Honorarium honorable?

This is to remind you that management plan to STOP the current system of payments for over-bundling based on end of year WAMS totals. Despite UCU's arguments against the proposals we expect this to be implemented now– we are still awaiting the final scheme details.

DO NOT ACCEPT OVER-BUNDLING

At the end of this year you may not be paid for work above 550 (or Pro-Rata). If you are asked to work above this it is up to you as to whether you agree. Ensure you have been advised of any remuneration (in writing) before agreeing to take on extra work. If your WAMS shows any over-bundling that you have not agreed to you should immediately contact your allocator (and copy your line manager) to ensure that this is removed. Managers are being encouraged to put additional work down for an 'additional member of staff' (to be recruited) rather than over-bundle current staff, so make sure this happens.

The Honorarium Scheme

Management have added further criteria and detail to their Honoraria scheme. The overall scheme sets our FOUR categories of Honoraria including criteria for an 'Exceptional Contribution' Honorarium and 'Additional Duties at a higher grade'. A section on 'Additional Activities for Academics' may be used for over-bundling although this has not yet been finalised.

The unions have consistently argued AGAINST this scheme. We believe it will potentially lead to pay inequalities and be subject to bias. We believe it is skewed towards those in managerial roles or to staff who 'make a noise' about their contribution. We are not convinced that the scheme will be properly monitored to ensure parity and we believe it is likely to be *divisive* rather than *motivational*. Unfortunately management have not accepted

these arguments and plan to proceed with the scheme now. In order to monitor the fairness of this scheme we have requested *full disclosure of those nominated and those awarded an Honorarium , together with the criteria on which their award was based.*

Additional Activity (for Academics)We are still awaiting final details of this category of Honoraria through which over- bundling MIGHT be recognised Payment will not necessarily be the 'automatic' response to over-bundling.

UCU asked management to pay standard overtime for over-bundling but management have refused. We are opposed to a system based on discretionary awards which is likely to lead to (overtime) pay inequalities between staff. Instead of payment, staff may be asked to carry a bundle remittance forward to the following year but we have seen that this is not always possible and can lead to further staffing problems and problems for individuals who handed bundled work over to others, only to 'need it back' again the following year .

Another option in lieu of payment might be support for CPD. We believe that funding for CPD should be based on the benefits to the individual and the faculty rather than as a reward for over-bundling.

Staff should know what they are to expect in the way of remuneration prior to 'agreeing' to take on extra work, and such requests should be exceptional hence the need for regular publishing of bundle allocations across all faculties in order to monitor the extent of any over (or indeed under) bundling.

If you have any comment or would like further information regarding UCU's position and arguments made to UWE please contact sandy.thomas@uwe.ac.uk



**March Quiz
Question:**

**Who just got
a huge
bonus and a
10% payrise?
- you only got
1.1%!**



Support your Union....Support your Branch.....

Be a local contact for your Union!

In practice, local contacts are already quite widely used in UCU. A local contact is someone who:

- **Agrees to put up UCU posters and distribute leaflets and newsletters round staff rooms and pigeon holes.**
- **Agrees to act as a point of contact between the branch and their department: passing information about issues in the department up to the branch and making sure they are taken up; distributing information from the branch to members and non-members.**
- **May be prepared to ask non-members to join, either by emailing them or leafletting their offices.**

These are activities that:

- **can be done in relatively little time, without requiring the commitment of time and effort of a traditional rep role;**
- **can build confidence, enabling the more successful development of future reps; have an inherent organising value – they are key concrete activities that boost participation in the union and raise its profile for recruitment.**

There will be new Branch resources delivered soon to support these efforts. Be a local contact and claim your UCU UWE Branch thermal mug.

**Newsletter Editor: Nicky Goodall
UCU Rep/ Recruitment Officer
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UWE-UCU held a joint meeting on 'The State of Higher Education' with UWE Student Union on Wednesday 1st March. The meeting arose from previous joint working around the national demonstration on November 19 about the HE Bill. Professor Harriet Bradley spoke on behalf of UCU and made a thoughtful presentation of the ways in which the neoliberal university of the future differs from that of the past. She highlighted the way that the core pursuits of knowledge and public service are being corrupted by the pursuit of profit and its associated shift to consumerism and privatisation. Instead of the compliant response adopted by most so-called university leaders, she urged for academics and students to engage in a real partnership based on resistance and defence of the idea of a public university. Shelley Asquith (NUS Vice-President for Welfare) spoke about the human costs of shifting the ethic of the university away from the collaborative pursuit of knowledge towards the competitive pursuit of credentials. She highlighted the rising expenditure on marketing at the expense of student services. Both staff and student contributors from the floor were shocked to hear that there is no dedicated 'out of hours' emergency phone-

This meeting was part of the UWE UCU Branch initiatives organised for the Recruitment week that started on the 27th February 2017.



Here are some of the pictures from that week:



Elections for the next UCU Branch executive are being held in May....

If you are interested in getting active then please do contact a current member of the Branch exec. You could also look at the role descriptions of Branch exec members, as listed on the UCU website.



Message from Sally Hunt
UCU general secretary



Dear colleagues

Yesterday the House of Lords backed an amendment to the higher education (HE) bill that says universities' performance in the teaching excellence framework (TEF) should not be linked to the tuition fees they are allowed to charge.

This is a significant blow for the government and the result of a **great deal of hard work by UCU** and others. The link between tuition fees and teaching quality is central to the bill and its use of the flawed TEF is **one of many aspects of the proposals we are fighting**.

This is a major win for UCU and others campaigning to protect the quality and reputation of our universities but now we need to keep up the pressure and make sure this amendment sticks. I will be calling on your support again in the coming weeks to lobby your MP and make sure this amendment is not reversed in the Commons.

Message from UCU Chair Professor Harriet Bradley:

UCU is working with members of the other campus unions and the UWE EU nationals network to show support and solidarity with EU nationals affected by the passage of the parliamentary bill on 'Brexit'. To this end, there will be a stall outside 'Onezone' from 12-2pm on Tuesday 14th March which coincides with the debate on this bill in the House of Commons. Please come to the stall, however briefly, to show solidarity with the EU nationals who are affected by it and to express support for their unconditional right to remain in the UK.