

UCU *Branch news*

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

September 2016

NO MORE PAYMENTS FOR OVER-BUNDLING !



By now you will have received an email from Jane Harrington setting out the proposed changes to the workload planning process for 2016/7. These proposals are little more than:

Appearing to remove over-bundling payments, above 550 bundles (starting this academic year)

A reminder that academic staff are expected to work professionally to the highest standards

A change in name (to Academic Workload Planner)

Management intends to continue the same WAMS system as before and are not proposing changes to the process despite UCU's arguments concerning under-allocations for many tasks and inequalities between faculties and departments

Over-bundling

UCU are disappointed that UWE have chosen to stop paying over-bundling payments rather than deal with the underlying issues of poor planning and resourcing which continue to necessitate some staff being required to work over 550 bundles in a year. The unions at UWE do not accept managements' proposals for an 'Exceptional Contribution Honorarium Scheme' as they consider this to be potentially unfair and open to patronage.

Do not accept a workload above 550 bundles –Meet with your allocator and negotiate a reduction to 550 bundles maximum

Professional working

UCU executive at UWE would like to reassure you that we will be robustly reviewing these proposals and raising any member issues/ concerns in all the right forums!

The academic contract states that

'Staff are expected to work flexibly and efficiently and to maintain the highest professional standards in discharging their responsibilities.' They are expected 'to work such hours as are **reasonably** necessary in order to fulfill (their) duties and responsibilities.'

The 'maximum' 550 bundles allocation equates to a working week of 37.5 hours (if the bundle allocation for tasks is accurate), however the new document states that the UWE Bristol Academic Planner '**does not record the full requirements of the role**'. This seems to imply that a workload allocation at 550 bundle capacity will actually require us to work longer than a 37.5 hour week in order to fulfill our professional contract.

*Inform your manager if any of your duties regularly exceed the bundles allocated to them and you perceive your workload to be **UNREASONABLE**.*

Name change

It is not clear what the move from an 'accountability tool' to a 'planning tool' will actually entail, since bundles will continue to be counted to identify whether an individual's workload is high or low and will form the basis for discussions about how this can be addressed.

Remind management that this is a planning tool not an accountability tool if you are called to account for under-bundling

Highlights of Branch Activity

- ⇒ The Branch executive held a very successful Away Day at which the priorities for the next year were set. There was attendance from our Regional Office in Exeter, Phillipa Davey. This was an opportunity to review how much the Branch has achieved over the last year. We are developing coordinated negotiating teams focusing on workload, policy review, terms and conditions, as well as recruitment.
- ⇒ The Glenside Reps have thoroughly followed up on HAS challenges to 'Working from Home'. The HR policy as already set remains unchanged. This misunderstanding is therefore being resolved. Academics can work at home when it is expedient to and where they may be more effective in completing assessment for example.
- ⇒ Recruitment remains a top priority for the Branch. Building on the successes of last year, all Reps including our Recruitment Officer Andy Mathers, will be planning events through the Academic Year on both Campuses. Please do print off some extra copies of the Back page of this newsletter for your noticeboards.
- ⇒ Glenside Rep Phil Sayce attended one of the Pay Campaign briefings in Birmingham this month. See page 4 of this newsletter for an update, with link to the website.
- ⇒ Big call out to Members— email us now to let us know how things are going post NSS results!!!!!!



OGM 26/10/2016
@ 1 pm

Frenchay 2A027 Glenside room 1F13

JOIN THE NATIONAL DEMO 19 NOV
 ASSEMBLE: PARK LANE, LONDON. 12 NOON

Get involved: #Nov19
www.nus.org.uk/nov19
www.ucu.org.uk/nov19

nus **ucu**
 University and College Union

UNITED FOR EDUCATION:

UCU AND NUS NATIONAL DEMONSTRATION, SATURDAY 19 NOVEMBER

We are delighted to announce that we have joined up with our sister union the National Union of Students (NUS) for a mass demonstration in defence of free, accessible and quality further and higher education and to demand an end to privatisation and cuts in universities and colleges. Staff, students and supporters from across the education sector and trade union movement will march in London in what promises to be a huge show of opposition to Tory policy on post-school education.





HE PAY BRIEFINGS.....



Dear Member

Reaction to latest HE pay offer 2016

UCU branches will be meeting in September to discuss the latest offer from UCEA.

The offer includes plans to tackle the gender pay gap and to deal with the problem of casual contracts and job insecurity for staff - key elements of the union's pay claim. However, it does not make an improvement on the 1.1% pay offer made by UCEA in April, which was just a 0.1% increase on the original 1% offer made in March.

For further information see: [UCU response to UCEA's latest final offer](#)

Newsletter Editor: Nicky Goodall
UCU Rep/ Recruitment Officer
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**KEEP
CALM
AND
RECRUIT
ON**

Dear Colleague

I have been given your name as being someone who is a newly appointed member of staff or whose contract has been recently renewed.

I would like to take this opportunity to introduce myself as the University and College Union (UCU) representative at/for (insert) and to encourage you to join UCU. If you are already a member of UCU, please take a few minutes to update your membership record to transfer into the UCU-UWE branch. This is very important in terms of maintaining our recognition as a representative body of staff and maximising our strength in local negotiations. Some of the main benefits of membership are:

- UCU is the only body able to negotiate pay and conditions collectively on your behalf and so the most democratic practice is for as many colleagues as possible to join and make their voices heard within the body that represents them.
- UCU represents members' interests collectively within UWE through negotiations, consultations and campaigns on vital matters such as workloads and staffing levels resulting in improvements in our daily working lives.
- UCU represents members individually and collectively in cases of bullying, harassment and discrimination, threatened redundancy, or problems with students or other members of staff.
- UCU provides a range of member services and benefits (relating to intellectual property, accidents, counselling, finance and insurance and not least legal issues relating to employment law (legal assistance is provided only to members with at least three months of membership: so don't wait to join).

UCU membership is value for money and offers reduced fees for part-timers and for those on lower incomes. If you pay tax, all union fees are deductible as employment expenses.

Subscription rates are available through this link:

<http://www.ucu.org.uk/index.cfm?articleid=1675&detailid=1693>

You can join UCU by telephoning 0333 207 0719. You can also join online by following this link:

<https://join.ucu.org.uk/>

If you have any questions about UCU, please feel free to contact me. I am usually in my office

Insert name and position