

UWE UCU- Branch Newsletter June/July 2019

MENTAL STEALTH

Beware of Bundle Squeezing, Bundle Shaving, refusal of overbundle carry over and other dirty tricks!

Staff in higher and further education work on average more than two days unpaid each week. Workload is unmanageable and unsustainable for most staff. UCU piloted a new approach to tackle workload issues in 2017/18. A UK-wide workload campaign was launched at UCU Congress 2018 in Manchester. The UCU workload campaign uses a joined-up approach - incorporating health and safety, campaigning and organising elements. Branches using the model are building capacity, developing collective bargaining strength, and resolving local workload claims. UCU's workload campaigning also uses the results for individual colleges and universities of our biennial workload survey to highlight particular areas of concern related to stress and workload, and to encourage local negotiation with employers to tackle these issues. We also hold regular UCU anti-stress and bullying weeks which act as a focus for raising awareness and an opportunity to include these issues in local campaigning and joint negotiations. Please remember that the UWE guidance is to have around 500 WLB WTE when the workload is published and that academics must not have more than 550WLB at any time. You cannot be over bundled without your consent— so just say 'no' to excessive workload allocation.

Key Questions to ask yourself:

1. Are you being asked to teach classes even though you are over bundled?
2. Are you seeing your module being stripped of sufficient resources
3. Are you being asked to respond rapidly to an almost insurmountable email load?
4. Do you feel the burden of NSS Survey 'terrorism'?
5. Are you regularly working long hours?
6. Has your work-life balance toppled over?

How much more work related stress can overburdened and over bundled academics take? Time to take action....the Workload claim stays on the table....

Summer Prize Question: Has anyone found the 'mental wealth' yet? Is it hiding in a storage cupboard?



Don't put up with workload management issues arising from misuse of the University's Academic Workload Model (WLM). We can send you a copy of the model and guidance notes if you need copies.



UWE-UCU branch support for Global Climate Action , 20th September 2019

We, the executive of UCU UWE branch, pledge our support and solidarity with climate actions scheduled during the University's welcome week. We call upon all colleagues to take part and organise activities that celebrate our planet and maximise resistance against the inaction of governments.

Congress in May this year agreed resolutions to publicise the current climate action. Members are urged to set up solidarity actions for future events and promote calls for a general protest to stimulate action on climate change. Congress also committed to researching and developing a plan to achieve 'scope 3' carbon neutrality by 2030 in all the institutions where members work.

UCU has formally affiliated with the Campaign Against Climate Change that seeks to build the widest possible coalition of forces to campaign for action on climate change. School climate strikers across the world have inspired a wave of persistent, unfaltering, pressure on governments to act. Academics and trade unions have pledged their support for the student climate strikes.

It is time for us to come together in taking action against climate breakdown unleashing mass resistance to the inaction of governments. Whilst the school strikers have continued to walk out each month, they have called upon adults to unite. The Global Climate Strike starting on the 20th September is an action we are highly aware of.

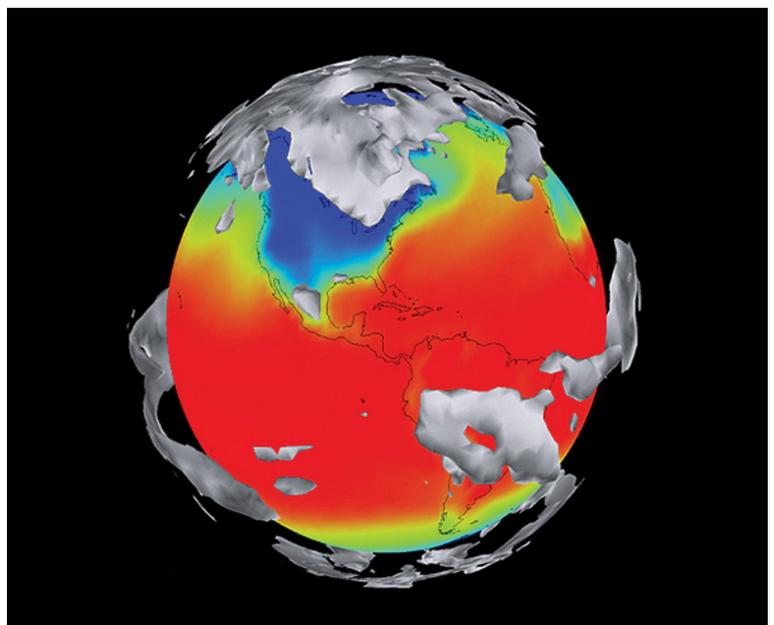
Bristol as a city has a tradition of green activism and UWE has placed sustainability at the heart of its organisational strategy. Please get in touch with us and let us know of any planned activities or if you would like to get involved. You can pledge to join the global climate strike here: <https://globalclimaterstrike.net/>.

Branch Chair Phil Sayce

Vice Chair Chris Mason

Branch Secretary Nicky Goodall

Environment Rep Andy Tubb



Reasonable Access for Staff

UCU have ensured that staff with access difficulties will in future have clear entitlements to parking. Just about to be ratified and implemented is a policy that improves access to parking for staff and students with reasonable adjustments. UCU expect it to be implemented before next semester.

Long standing problems regarding the number of spaces for those registered disabled and entitlements to such parking for other staff have been resolved. Disabled staff parking is automatic and is to become exclusive to those registered. For staff with reasonable adjustments there are to be specific spaces set aside. Entitlement to such parking is determined by specific criteria and is no longer a matter of judgement for line management.

The UCU Environment

Current active campaigns for UCU at UWE are about traffic and parking, climate change, single use plastic waste and food waste. These are all important issues and if you have views then please let me have them. We can and do influence institutional behaviour and it does make a difference.

These included a resolution to publicise the current climate strikes to members and urge them to set up solidarity action, as well as committing to researching and developing a plan to achieve 'scope 3' carbon neutrality by 2030 in all the institutions where members work. This was reflected in a resolution to support and promote calls for a general strike for action on climate change.

Food waste was the subject of a further resolution which asked the union to develop guidance for branches on working with student unions and environmental reps to urge institutions to reduce food waste on campus and encourage them to donate excess food to local food banks.

[Andy Tubb, Environment Rep]





How much is enough?

VC pay!!!!!!

UCU sent a [Freedom of Information](#) (FoI) request to 158 universities asking if the vice-chancellor was a member of the remuneration committee or could attend its meeting. It also asked for a copy of the most recent minutes. Twenty-one universities refused to respond to the FoI, one did not answer the question about its vice-chancellor's attendance and one had no remuneration committee. Of the 135 universities who did respond, the vice-chancellor was allowed to attend meetings at 109 (81%) of them and was a member of the committee at nine* of them.

UCU said it was shocked the figure for the 2017/18 academic year remained so high following the [scandals over senior pay and its governance](#). Last year the union revealed that 95% of vice-chancellor could attend the meetings in 2016/17, which prompted [much criticism and promises to improve the governance](#) of senior pay in universities.

Over two-thirds of institutions refused to send back full minutes of the remuneration committee meeting. Twenty-one institutions did not respond, 52 refused to send any minutes and 34 sent in redacted minutes. Just 50 out of the 157 universities (32%) with a remuneration committee sent a copy of the full minutes.

In November, the education [select committee's report](#) into value for money in higher education said the current system of self-regulation for senior management pay was "totally unacceptable". It said that vice-chancellors must never sit on their remuneration committees and this should be enforced by the Office for Students.

In February UCU labelled the Office for Students a "[paper tiger](#)" for refusing to deal with the problems surrounding senior pay and perks in universities. The union said vice-chancellors must be banned from attending the meetings and places reserved for staff and students. It is also calling for full disclosure of all remuneration committee minutes.

UCU acting general secretary Paul Cottrell said: 'It is shocking that at the height of the senior pay scandals, a vast majority of our universities thought it was fine for the vice-chancellor to still attend the meeting where their pay was set.'

The new UCU General Secretary has been elected...

Jo Grady has been elected UCU general secretary on a record turnout.

The senior lecturer in employment relations at the University of Sheffield secured 64% of the vote after the second round of counting.

