

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



**October 2019**



## *Four Fights, One Voice - Use Your Vote!!*

*It is time to get angry, time to get active....We all have a responsibility to help the union meet the 50% turnout threshold required by law. If we do not use our voice, we will be unable to act in defence of our interests, and our employers will speak on our behalf. We need you to vote in order to give UCU the strongest negotiating position possible and persuade the employers to make us a fair offer.*

**Please use your VOTE today–  
It is REALLY IMPORTANT!**

*Experience tells us that pay and conditions claims are far more likely to succeed when we show our collective strength and fully engage with industrial action.*

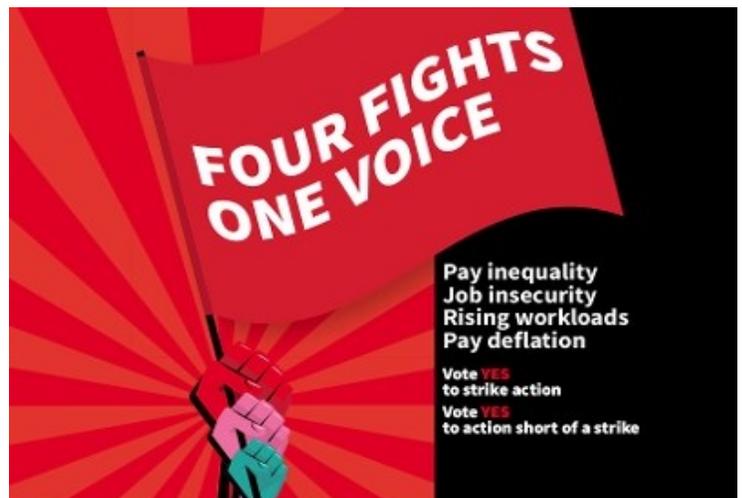
*Between now and the 30th October, UCU is engaging with a critical ballot and together we can positively influence a real change to pay and working conditions right across the higher education (HE) sector.*

*The value of HE salaries has fallen against inflation by over 20% since 2009. Yet the sector has a record surplus, and with more students than ever staff are buckling under the strain of excessive workloads.*

*Set against that and the substantial increases senior management have awarded themselves, the latest pay offer, alongside woeful career opportunities is wholly inadequate and an absolute scandal.*

### **• The Higher Education trade unions national claim for 2019/20 is:**

- RPI plus 3% or a minimum increase of £3,349 (whichever is greater).
- £10 per hour to be the minimum rate of pay for directly employed staff and Foundation Living
- Wage the lowest wage to be paid on campus (i.e. by contractors). Restoration of the 3%
- differentials between spinal column points.
- To achieve a 35 hour working week for all staff working in universities.
- Action to close the gender pay gap, and to work on closing the ethnic pay gap, taking account of the ways in which intersectionality affects pay and grading.
- Agree a framework to eliminate precarious employment practices by universities. This includes the ending of zero hours contracts and moving hourly paid staff onto fractional contracts;
- outsourced staff to be brought in-house to direct university employment.
- Nationally-agreed payment to recognise excessive workloads. UCEA to recommend
- the adoption and implementation of the Stress Management Standards approach (or suitable equivalent system) incorporating collaborative working with recognised
- trade unions on agreed action plans.



**Whatever your views on this matter – we need you to make your voice heard and ask that that you VOTE in this ballot please. So please make sure you return your ballot and also let fellow members know why the ballot is so important. You will have been sent a poster and stickers, please display them.**

*Your ballot paper should have already arrived, otherwise please request another and when it does arrive please vote and immediately return it in the envelope provided. Once*

*you have voted please encourage others to do likewise – every single vote matters a great deal.*

*With radical change needed on the four issues of inequality, casualisation, workload and pay....*



*That means it has never been more important to participate in your union efforts – and your vote has never been more important than it is today.*



## Comments to UCU around the code have been as follows:

- Some teaching and learning professors may be seen as having significant responsibility for research and others may not. How transparent and defensible will this judgement be?
- Given that the number of publications per head can now vary from 1- 5, is there not a case for being much more inclusive than in the past?
- Where external experts are used to judge the quality of outputs, how transparent is this? Is there any recourse to appeal?
- Although individuals are not to be submitted, outputs will be transparent. What will the likely impact be on careers of not being submitted to the REF? What is the equity impact of this? Will it mean that staff outside of established centres have less chance for promotion in the future?
- If 110 wlbs is used as a threshold in the census year to define significant responsibility for research, is it defensible for this to be only in the census year?
- There seems to be an inequity of expecting associate professors to produce significant research with 55 wlbs, whereas the threshold for everyone else seems to be 110 wlbs. This also works the other way in that other staff might argue that they have produced worthwhile outputs on 55 wlbs and are not defined as in scope, but an associate professor is in scope by virtue of role. There is a wider question around how well the professorial bundle allowances equate at UWE compared to the sector.
- All staff receive 75 wlbs for scholarship and/or research. This does not seem to be taken into account in the code, leading to potential anomalies. For example a senior lecturer might fully use their 75 wlbs each year for research, and apply successfully for faculty time of say 55 wlbs to write papers and bids, and thus be expending 125 wlbs per annum on research, but not be judged as having significant research responsibility, whereas someone else uses their 75 wlbs to update teaching materials and has 110 wlbs funded externally for research and is judged to have significant responsibility.
- What are the equity implications for the UWE system which favours established groups? Are new staff in particular likely to be disadvantaged if they do not “fit”, and therefore end up with a higher teaching load with consequent lack of career progression?

# SCANDAL

## In the light of member feedback, UCU recommends:

- That the 110 wlbs threshold is reviewed in the light of equity for associate professors.
- That UWE considers the sustainability of support for research across the REF period, not just in the census year.
- That UWE carries out full modelling of the likely pattern of submissions, makes staff aware of the likely outcomes of this, and invites further consultation and feedback.
- That UWE considers further consultations and appeals processes as the policy unfolds, e.g. to allow individuals to make a case that they should be considered as having significant responsibility for research.
- That UWE considers how the five weeks for scholarship and research (nominally 75wlbs) received by all academic staff by virtue of “scholarship and research” in the standard academic contract, fits in with the notion of “significant research responsibility”.
- That UWE reviews the code for defining “significant research responsibility” in terms of impact upon teaching and learning, particularly in the census year. For example, if staff are encouraged to apply for various schemes in the census year in order to acquire time, which can help them to meet the “significant responsibility for research” criteria, how will this impact on established plans for delivery of teaching and learning.



**Newsletter Editor: Nicky Goodall**  
**UCU Rep/ Recruitment Officer**  
**All copy to be emailed to**  
**Nicky.Goodall@uwe.ac.uk**

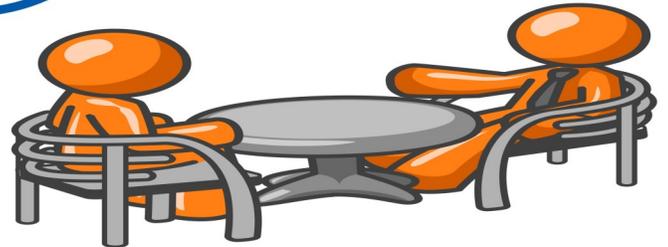
# PROCESS FOR CONTACTING / WORKING WITH YOUR UCU REPRESENTATIVE

**Know who your local REPs are - find out now before you need them. Check the UCU UWE Branch web site for details.**



**Phone or email-note, date and time**

**Meet confidentially and make sure details are recorded on casework form. Keep a copy.**



**Share the important and relevant facts of the case with your REP**

**Maintain calm, clarity and collect evidence**

  
**KEEP CALM AND RECRUIT ON**

  
**KEEP CALM AND ANSWER THE QUESTION**

**Share the responsibility for good record keeping**



**GET THE FACTS**



**Important Notice**