

UCU Branch news

AN INFORMATION BULLETIN FOR MEMBERS AT UCU UWE Bristol

JUNE 2024

Introduction from Chris Mason UCU- UWE Branch Vice-Chair

This is a busy time of the year to say the least. However, I would like to draw your attention to a couple of things, namely the Voluntary Severance Scheme (VSS) and next year's workload.

The deadline for applying for VSS has closed. The universities target was the loss of 100 positions however, there have been 182 applications. For academic staff the applications are being considered by the relevant Heads of Colleges before going to one of two panels being held during June. The expectation being that applicants will know whether they have been successful by the beginning of July. It is worth remembering not everyone who has applied will be successful. If for example several people from the same team applied, it might not be possible to let them all go. UCU asked on several occasions for the criteria by which applications will be assessed and have found criteria for applications is in the FAQ's on the intranet site (see link below). If you have been unsuccessful and feel an unsatisfactory explanation has been given or wish to challenge the outcome, please contact the UCU UWE branch. Please do not assume that just because there have been more applications than the target figure, there will be no further rounds of redundancies. The university's management have been clear that compulsory redundancies will be kept as an option.

As mentioned in my report for the AGM we are at that time when next year's workloads should be allocated. When discussing the issue with your line manager do remember that at the beginning of the year only 90% of your bundles should be allocated. Thus, leaving capacity to deal with any unexpected, unplanned work as it arises during the next academic year. Any over bundling must be agreed, and staff have the **right to say NO**. All too often the decision to take someone over capacity is made elsewhere and staff are simply told they must do it. Let me be clear this is against the university's policy, and you have the right to say **NO**. As part of the negotiation, the compensation whether in the form of monetary honorarium, carrying over bundles to the following year, etc. should be confirmed in writing before starting the work.

BRANCH SUCCESS from members

I would like to thank you for information telling UCU members that lecturers who are module leaders should get a Senior Lecturer pay scale. After receiving this information, I talked to the university, and I am very happy to report I have been uplifted and given pay-back from October 2020 for the module leadership I have been doing.

And

After 17 weeks of waiting, a member received an apology from UWE, regarding workplace bullying. The member praised the case worker for their support during a very stressful time.

It is great to hear about 'wins' so please email your news to ucusecretary@uwe.ac.uk

Voluntary Severance Scheme

The branch has received a large volume of questions regarding the VSS, and it has been discussed at numerous meetings. Members have been advised to seek advice from pensions advisors if they are worried about the impact of VSS on pensions. Phil and Chris answered many members questions about the VSS process but cannot advise on individual cases. Talks are ongoing with UWE and UCU are still waiting for some answers. Click for full details of the [VSS intranet link](#)

RECLAIM THE HE

The ravages of marketisation have torn up the HE sector and has created a system which is bad for STUDENTS, STAFF, UNIVERSITIES and taxpayers alike! UCU want:

- FAIR FUNDING!
- PROFESSIONAL AUTONOMY!
- RESPECT FOR STAFF!

Click the IMAGE to join our fight!

UNISON & UCU
University of the West of England Branch
University and College Union

Summer Get-together!

DJ Dan on the Decks!

+ Desserts

Register here by 23rd June

Please check your UCU membership status!

If you have changed status, for example from a [student](#) to a full member, please update your UCU membership portal ([HERE](#)) your membership status will affect the service you can get from UCU.

UCU Branch-Principles for workload planning (May 2024)

It is important we manage our workloads. A manageable workload means you can feel well and be effective at work.

Key principles of the UWE WAMS model

1. **UCU** has always been in dispute of this, not least as it is a crude 'measurement'.
2. It is a planning tool only.
3. Workload must be planned by you in negotiation with your line manager by the end of June. You must feel able to agree this and be an active part of planning your workload.
4. Do not accept work that does not come with workload bundles.
5. The expectation is that workload is planned to 90% of the maximum.
6. You cannot be compelled to accept more than the maximum.

FAQ's

1. **What are the key principles of the UWE WAMS model?** The UWE WAMS model is a planning tool that helps manage workloads. It's important to plan your workload in negotiation with your line manager by the end of June. The expectation is that workload is planned to 90% of the maximum.
2. **What happens if I go above my maximum workload?** Going above your maximum workload is not recommended. It will not result in financial or other rewards and can mask the real demand for more resources.
3. **How many bundles does a full-time equivalent staff member deliver?** A full-time equivalent staff member will deliver up to a maximum of 654 bundles. This is unlikely to be allocated all at the start of the academic year and there will be a need to build in contingency (usually 10%).
4. **How should I plan my scholarly and annual leave?** You should plan your scholarly activity and annual leave in advance, in full. It's a priority to take it and get those much-needed rests. If you cannot plan leave, other work must be removed to accommodate this leave.
5. **What happens if I have annual leave left to take at the end of the year?** If you find yourself over bundled or with leave left to take, discuss with your people manager and this may be carried over into the next year - up to 5 days (Pro-rata). [AL policy](#)
6. **What should G grade staff (lecturer) and H grade staff (senior lecturer) be aware of?** G grade staff (lecturer) must not module lead, unless it is part of an agreed development plan and with supervision of an H grade (senior lecturer) colleague.
7. **What if I don't have bundles allocated for work?** If you don't have bundles allocated for work, then the work is voluntary, unpaid and not recognised.
8. **What should I do if I don't feel I have enough resource allocated?** If you don't feel you have enough resource allocated, raise this with your line manager. There is always an option to review resource.
9. **Who should I contact if there are any problems?** Meeting with your line manager is always your first step when there are any problems. **If this becomes problematic, then contact your UCU Rep.**

Taken from the UWE WAMs Policy [Academic Planner](#) and [WAMS](#)

IMPORTANT POLICY UPDATES

[People and Organisational Development Link](#)

[Flexible Working Policy](#)

[Redeployment policy](#)

[Family Friendly regulation changes](#)

Not a UCU member yet? Here's how to join:

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



UCU WORKLOAD CAMPAIGN

Analysis by UCU has revealed that staff in the UK's colleges and universities are doing the equivalent of at least TWO days unpaid work every week. Read the full report [HERE](#).

News from National

UCU manifesto calls for employers to help fund education!

The next government must replace Ofsted inspections, make employers pay towards the costs of building a skilled workforce, and help improve the pay and conditions of further and higher education workers, as UCU launch its 2024 election manifesto.

After more than a decade of real-terms cuts and marketisation, the union, which represents over 120,000 educators and professional staff, launched a **manifesto** outlining a series of proposals for radical reform to create an education system that works for everyone.

Based around five key principles for a fairer post-school education system, the document includes a range of proposals covering further, higher, adult and prison education. These include:

- An employer higher education levy, so employers pay their fair share of the cost of building a skilled workforce
- Replacing Ofsted inspections with a peer-led improvement model
- Closing the pay gap between school and college teaching staff, and implementing binding national bargaining in further education
- Introducing a national contract for prison educators
- Creating robust protections for academic freedom

The union said it was calling on the next government to be bold and bring about meaningful change in post-16 education, rather than just tinkering around the edges.

UCU general secretary Jo Grady said: 'The general election offers the country a chance to radically reform education after the damage done to colleges and universities by more than a decade of real terms cuts and free market fundamentalism. 'Post-16 education now needs proper investment so that students get the teaching and support they deserve and so that our economy gets the skilled workforce that will help it grow. The next government must show a genuine commitment to securing the future of the post-16 education sector rather than simply tinkering around the edges. 'Our manifesto is a vision of properly funded, fair and sustainable education that works for everyone. We are willing to engage with politicians from across the political spectrum to build on this vision and urge them to seriously consider our policy demands. Likewise, if the next government fails to match our vision for education, we will hold them to account.'

Names and Contacts of UWE UCU reps:

- **CHSS College Reps:** (role share)
 - **Clive Warn** clive.warn@uwe.ac.uk
 - **Judith Worthington** judith2.worthington@uwe.ac.uk
- **CBL College Rep:** (role share)
 - **Rick Ball** Richard.ball@uwe.ac.uk
 - **Mary Young** mary.young@uwe.ac.uk
- **CATE College Rep:**
 - **Chris Mason** christopher4.mason@uwe.ac.uk
- **Anti-Casualisation Officer:**
 - **Richard Broomhall** richard.broomhall@uwe.ac.uk
- **Academic Related Staff Rep:**
 - **Matt Proom** matt.proom@uwe.ac.uk
- **Race and Ethnicity Rep:**
 - **Amelia Baldwin** amelia.baldwin@uwe.ac.uk
- **Researcher's Rep:**
 - **Margaret Roberts** margaret3.roberts@uwe.ac.uk
- **Disabled Members Rep:**
 - Please contact ucu@uwe.ac.uk
- **Women's Rep:**
 - **Charlotte Selleck** charlotte.selleck@uwe.ac.uk
- **LGBTQIA+:**
 - **Clive Warn** clive.warn@uwe.ac.uk

General members meeting dates 2024 vis TEAMs.

- Tuesday 3rd September 2024 at 10.00
- Friday 6th December 2024 at 12.00
ucusecretary@uwe.ac.uk





News from UWE's LGBT+ Staff Network.

By LGBTQ branch rep. Clive.Warn@uwe.ac.uk

As Pride season approaches, I wanted to offer a little context for UCU members:

The Pride movement in the UK has a rich and vibrant history, to read the full report click [HERE](#).

1. **Early Struggles**, homosexuality was criminalised in the 1950's and 1960's however, brave activists began to emerge, challenging the status quo and advocating for change.
2. **The Wolfenden Report** a significant milestone was the publication of the **Wolfenden Report** in 1957, the report recommended the decriminalization of homosexuality between consenting adults in private.
3. **Stonewall and Birth of Activism**, the 1969 the **Stonewall riots** had a profound impact on the LGBTQ+ movement worldwide. British activists began organizing their own demonstrations and protests and in 1970, the first UK **gay pride rally** took place in London, marking the beginning of a tradition that continues to this day.
4. **Section 28 and Fight for Equality**, during the 1980s and 1990s, the LGBTQ+ community in the UK faced significant challenges, including the HIV epidemic. **Section 28** (1988) prohibited local authorities from promoting homosexuality or teaching its acceptability in schools. This regressive legislation fuelled a renewed spirit of activism as LGBTQ+ individuals and allies fought for its repeal.
5. **Landmark Legal Victories**, throughout the 2000s, the UK witnessed several landmark legal victories. **2000**, the age of consent was equalized. **2004**, same sex civil partnerships were introduced. **2014**, same-sex marriage became legal in England, Wales, and Scotland, and in Northern Ireland in **2020**.
6. **Pride Parades and Celebrations**, pride parades have become the vibrant centrepiece of the Pride movement. London Pride has grown into one of the largest Pride events globally. Pride festivals are now held across the UK.
7. **Continuing the Fight for Equality**, [While significant progress has been made, the fight for LGBTQ+ rights, and equality, are far from over.](#)

The journey of Pride in the UK reflects resilience, activism, and the ongoing pursuit of a more inclusive society.

Stressed?

Report stress to your line manager as soon as possible so action can be taken to help eliminate or reduce stress to a safe level. Your manager will work with you to identify the specific causes of your stress and help you address them.

If your stress is related to a personal issue, your manager could allow you some flexibility and time. They will advise you of any appropriate leave (such as [carer's leave](#) or [compassionate leave](#)), or consider allowing unpaid leave. Your manager may review your work to see if some could be prioritised or deadlines extended to reduce additional work pressures.

If your stress is work related, your manager will work with you to identify the specific causes of stress. The [HSE's set of management standards for stress](#) (external link) cover the six primary causes of stress at work. Your manager should carry out a wellbeing at work action plan to identify the issues and the actions to effectively manage stress. Follow-up meetings will be scheduled to review progress against the actions and check whether further support is required.

If reporting stress to your line manager would not be appropriate you should contact [People Services Advice Team](#) for advice and guidance or [Click HERE](#) for more staff support and [HERE](#) for EAP.

UCU manifesto 2024 Building a fair and sustainable post-school education system: priorities for the next government.

Education is transformative – both for individuals and for wider society. Learning broadens our horizons, while improving our wellbeing and our productivity. It is a long term investment in our economy, it is vital to our employers, and it will shape the future for everyone.

After a decade of real term cuts and marketisation, this manifesto outlines a series of proposals for radical reform, underpinned by a set of key principles, to ensure we have an education system that works for everyone.

Five principles:

1. Education must be funded fairly and sustainably
2. Regulation must be an enabler of excellence, not a barrier to it
3. Good working conditions result in excellent outcomes for staff and students
4. Fairness and inclusion must be at the heart of our education system and our society
5. Professional autonomy in the education sector must be supported and respected