

In this Newsletter

Greg Cejer

1. UCU Rising
2. Committee Reports
3. Midlands TUC Pensioners Network
4. ACE Manifesto
5. Rises in NHS spending and real rises in NHS spending
6. Retrofit
7. The state of the adult social care sector and workforce in England
8. Chesterfield and District TUC Report
9. UCU Retired Members Branch

Please join the new Branch Facebook Group at:

<https://www.facebook.com/groups/1077256209678817>



More information and news

can be obtained from these websites.

UCU National Website:

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

AgeUK: <http://www.ageuk.org.uk/>

68 is too late: www.68istoolate.org.uk

National Pensioners Convention (NPC):

<http://npcuk.org>

Follow your branch:

Website: <http://www.ucu-em-rmb.org.uk>

Twitter: @ucu-em-rmb

Please join the new Facebook Group at:

<https://www.facebook.com/groups/1077256209678817>

Branch Meeting

Tuesday 21st February 2022, 10.30am

The Dickens Room
The Mechanics Institute
3 North Sherwood Street
Nottingham, NG1 4EZ

At 11.30:
A speaker to be arranged



Greg Cejer



Greg Cejer. 2 July 1955 – 3 September 2022

Many of us were shocked and saddened to hear that Greg died suddenly and unexpectedly whilst visiting wider family in Poland.

He had been the branch membership secretary for many years, providing detailed reports and attending many branch committees as one of our younger members – he was only 67 when he died.

At Committee we also used to hear of his work with the Scouts, often because of him arguing to have meetings in a hut in the heart of Lincolnshire that he could provide, or his advocacy of running full RMB meetings in a village hall in Bourne. His attendance at Committees became less frequent as his work as a magistrate developed through becoming a bench chair. Those of us who were at his packed funeral heard how respected he was in that field: holding his own with judges, reported as respected for his humanity and concern for those whose lives had been blighted by poverty. We also heard it confirmed that he “never had learned the art of whispering” and “was a heckler with no comparison”.

Greg’s service to the union went back to the late 80s as a NATFHE activist in adult education then a regular national conference delegate from the East Midlands. After Julian Atkinson’s retirement from the role, he became East Midlands Regional Secretary for a while. He also became a member of the revered national Conference Steering Committee.

He could be quite self-effacing, using that to effect in gentle or not so gentle mocking of what he saw as pomposity but particularly directing mild scorn at union activists whom he perceived as grinding axes rather than building unity. I remember one conference in Bristol which one day had been dispiritingly more about the “dialectics” between factions than usual. After a night of copious consumption, delegates were being transported by coach back to our accommodation. Greg, at the back of the bus, started repeatedly and cynically chanting, “NATFHE, divided, will always be defeated”. It didn’t take long before the whole coach took up the proper chant of “NATFHE, united, will never be defeated” then began to sing the Internationale. He stimulated unity – if only for the night.

Greg’s email address was “gregglebuilder”. That’s what he aimed to bring, often provocatively. We’re grateful for his efforts in helping build our union and this branch.

We have sent condolences to his wife Bernadette, his sons Richard and Michael and his wife Sarah and grandson Edward.

Angus McLardy

1. UCU Rising

UCU Rising (www.ucu.org.uk/rising)

On 10th August, UCU launched UCU Rising, which follows on from the USS and Four Fights campaigns. This new campaign highlights the connection between pay, casualisation, workload, and USS pension cuts. Since then, all UCU members in Higher Education have been balloted on action short of a strike, ASOS, and strike action, with the results being aggregated: therefore, any university where more than 50% of UCU members participated in the ballot and deliver a yes vote will be able to join the action. The decision to ballot at this time was made by Higher Education Committee in June, following a branch delegates’ meeting.

The results of the ballots were announced at the end of October. In the pay and working condition ballot, the yes vote for strike action was 81.1% and the turnout was 57.8%. In the USS pension ballot, the yes vote for strike action was 84.9% and the turnout was 60.2%. Staff also voted overwhelmingly for ASOS in both ballots.

On Thursday 3rd November, following these historic ballot results, HEC members voted to serve notice on employers of three days of strike action

to commence towards the end of November. HEC also voted to trigger a marking and assessment boycott in the new year and to escalate action from February unless employers enter good faith negotiations with a genuine view to reaching a settlement. Full details of the action may well have been confirmed by the time this newsletter reaches you. Please read the UCU Rising FAQs, which are continually updated. Much, much more information is available from <https://www.ucu.org.uk/rising>.

Below we provide some of the key background to the current dispute.

The most recent 3% offer from the Universities and Colleges Employers Association (UCEA) is well below inflation (which stood at RPI 12.6% as of September 2022). This means yet another real-terms pay cut for staff during the current cost-of-living crisis.

The value of pay in higher education fell by 17.6% relative to inflation between 2009 and 2019. Based on the employers' offer and the most recent inflation data, this figure is now approximately 25%. With inflation forecast to keep increasing in the short to medium term, salaries will continue to fall relative to the cost of living. Among other things, **UCU is demanding a pay increase of 12%, or RPI plus 2%, on all pay points, to keep up with the cost of living and to start to catch up with pay lost over previous years.**

As many colleagues will be aware, the USS dispute has been rumbling on for over a decade, since before your correspondent retired. In March 2020, USS conducted an evaluation, just as markets were crashing at the beginning of the COVID-19 pandemic. As a result of this, they then claimed that contribution rates needed to increase very significantly from 30.7% of salary (9.6% for members, 21.1% for employers) that was established under the 2018 valuation. Both UCU and the employers, represented by Universities UK (UUK), argued that these increases were unnecessary and had not been properly justified. However, instead of continuing to challenge the increases, UUK pushed through major cuts to the guaranteed, defined benefit element of the scheme to prevent employers from having to pay higher contributions.

The UUK cuts, which were formally voted through in February 2022 and came into force on April 2022, drastically reduced the level of guaranteed retirement income provided to USS members for their future service (benefits already built up will not change). The cuts affected every active USS member but especially those nearer the start of

their career. These came in the context of a decade of detrimental changes to USS contributions and benefits. As UCU previously showed, the changes that had taken effect between 2011 and 2019 made a typical member of staff £240,000 worse off over the course of their career and retirement. The 2022 cuts from UUK worsened the situation further: new research shows that global loss across current USS scheme members is £16-18bn, with those under the age of 40 losing between £100k-£200k each in retirement. It also shows that 196,000 staff will lose 30%-35% from their guaranteed future retirement income.

Rob Kirkwood

All HE Institutions in the Region with the single exception of NTU will be involved in the strike action. Please try to join your local picket line. The strike dates are 24th, 25th and 30th November.

Picket at Nottingham OU, November 25th, 8.30.

The Committee has decided to support the Nottingham Open University picket. The OU is on the corner of Mansfield Rd and Gregory Boulevard. Parking is available if you take Clumber Ave (approached from Sherwood Rise) and then drive down Clarendon Park until you find the car parking and the picket. More details have been sent in a separate email.

2. Committee Reports

Report from the HE Sector Committee held online on 01 October 2022

The most urgent agenda item was the HE ballot. At the time of the meeting, the ballot was in its fourth week and officers across the Region felt that members were reluctant to turn out and vote and to support the call for national action. Members voiced concern over the absence of a visible strategy and the lack of success of previous action. Branches felt that they wanted more local autonomy over the timing of industrial action so as to make it more effective. At some universities, VCs tried to intimidate staff by threatening redundancies and/or a withdrawal from national pay bargaining. Nottingham Trent did not take part in the ballot as they are currently – with the consent of staff – outside national pay negotiations. The Regional Office informed the meeting that there would be a workshop on getting the vote out for post-1992 universities on the following Wednesday.

The HEC was going to meet the Friday after the Regional Committee and there was therefore no report.

Branch reports offered a mixed picture. At Nottingham, for example, a pilot scheme was running this academic year with a view to reducing casualisation; full implementation was planned for the next academic year. On the other hand, management had tried to impose changes to professorial pay without consultation and the Medical School would be subject to an independent investigation because of allegations of bullying and harassment. More changes to the appraisal scheme were being discussed as management seemed intent on moving towards performance-related pay. At Lincoln, the Branch had finally persuaded management that they needed to respect timetabling constraints for carers, but this would only be implemented from next academic year. Management has stopped accelerated progression as agreed in the National Framework Agreement and pretends that Covid is over. Management overturned the agreed workload model and dispensed with the tariffs for specific tasks. The consequences were predictably chaotic and the dispute has moved to stage 3. Workloads are also under discussion at NTU and Derby. At Derby, the Branch is pressing for family-friendly policies and management seems to push ideas which would curtail freedom of speech.

Report from the Regional Committee held online on 01 October 2022

The Committee agreed to send our condolences to Greg Cejer's family.

There are currently a number of vacancies on the Regional Committee: Treasurer, Equalities Officer, H&S rep, and Learning Rep. Members agreed that we should explore the possibility of hybrid meetings located at the University of Nottingham. The FE Sector reported that only reps from two institutions had taken part. No information had been received regarding the FE pay dispute. Derby College was the only FE college in the Region on strike and had so far had three days of action with lively picket lines.

The end of free union membership has led to a loss of members. The RO reminded Branches that membership lists need to be checked regularly. John Clay would speak for UCU at the Nottingham |Demands Better rally.

Harry Ziegler

3. Midlands TUC Pensioners Network

Notes from Midlands TUC pensioners Network General Meeting on 21st September 2022.

Topics discussed included:

The People's Assembly Rally at the Conservative Party Conference, Birmingham, including members of the group going to take and use the banner. The "Bus Campaign" which is currently centred mainly around parts of Birmingham and the West Midlands, but the group are keen to re-invigorate it.

Congress motions 71 and 72 were hoped to include a review of TUC structures including a particular concern about the status of pensioners in the TUC and recognition of Age as an equality strand, including concerns about issues to do with miscalculation and underpayment of women's pensions. We have also faced similar issues regarding acceptance of motions put forward to UCU conference by retired members groups. Other issues raised with reference to pensions and benefits, some of which have been highlighted lately in the news were: "The Triple Lock", Prescription Charges, Gender and other Equality subjects and linking pensioners concerns with TU campaigning re pay and the cost of living.

Also raised as a potential major problems and great concern were transport difficulties, for example possible closure of railway booking offices. Meetings of this group are mostly held at UNITE offices in Derby, but this time moved to "The Waterfall" Railway Terrace which is conveniently opposite the main entrance to the railway station and is also useful for the "Skylink" Bus. This was also the group's first "Hybrid" meeting allowing members elsewhere to join in.

Rowena Dawson

4. UCU Launches ACE Manifesto

'You cannot demand that people get on the ladder whilst removing access to the bottom rungs!' Adult and Community Education (ACE) enables adults to actively develop and engage in their own lives and those of their community. It can support people returning to work, maintaining an active life in retirement and enhancing health and well-being. It can support those with special educational needs, physical and mental health difficulties, refugees and asylum seekers. The social and economic benefits of investing in ACE cannot be denied. The big 'however' is that since 2010 successive governments have cut ACE by 50% and narrowly focussed the rest on 'employability', largely

ignoring these wider benefits. Adult participation has fallen to its lowest level for 23 years and 38% report no participation whatsoever. Austerity has bitten very hard indeed.

UCU continues to work and campaign with other agencies in the sector in an effort to counter this trend, and has just launched its Manifesto for Adult and Community Education, which sets out key principles and demands. In brief:

- Recognising ACE as a public good, and funding it as such, with no cost to learners at the point delivery.
- ACE curricula should be broad-based, locally provided and learner-centred and locally responsive. Accredited learning should not take priority over ‘unaccredited’ learning such as that associated with leisure, mental health, and learning for pleasure. Equity of access should be a key principle.
- Funding should support progression routes which are responsive to individuals’ circumstances and enable provision to be delivered by decently paid staff instead of the casualisation that currently permeates the sector. And, of course, learning venues should be well appointed and fit for purpose.

As the manifesto states, ‘UCU will continue to campaign for ACE and its members. We will use this manifesto to lobby for ACE to be properly recognized for the transformative work it undertakes and for our members to be recognised for the professionals they are. We want to see a wider recognition and understanding of the important role ACE has in the post Covid-19 recovery of society on many levels, learning for work and wider life. We will use the manifesto to argue for an expansion of ACE and for a service that is genuinely responsive to the needs of its communities.’

I think we can anticipate a long and hard struggle in the context of an FE sector that has had the wrecking ball applied to it since the 1990’s and which has been increasingly trammelled by a narrow ideological agenda. It is a struggle for something fundamental to the social fabric, the ability to actively and critically engage with ourselves and each other. This manifesto is a worthwhile set of principles with which to engage in that struggle.

I urge members to read the full document: https://www.ucu.org.uk/media/13225/Adult-and-community-education-manifesto-2022/pdf/ACE_Manifesto_Oct_22.pdf

Paul Wilkinson

5. Rises in NHS spending and real rises in NHS spending

Whenever the issue of NHS funding is raised, a Government spokesperson rattles off an eye wateringly enormous figure and then goes on to praise the Government for its unprecedented generosity. Research by John Appleby and Sally Gainsbury for the Nuffield Foundation provides another view of the funding level.

The total spend is not a sufficient indicator. The NHS needs more each year merely to stand still in the face of rising prices, it also needs more simply to cope with changes in the population. Changes in the size of the English population, which has grown by 10.6 million since 1979, mean that spending per person has not grown as fast as the total spend.

Time period, political party	Average annual change in per capita health spending (adjusted)
1979–1997, Conservatives	+2.03%
1997–2010, Labour	+5.67%
2010–2015, Con/Lib coalition	-0.07%
2015–2021, Conservatives	-0.03%
2021–2024, Conservatives – committed spend	+2.05%

The number of older people has grown, both in absolute terms and also as a proportion of the total population. This has been most noticeable in the growing numbers of people aged 85 and over, who now make up around twice the proportion of the population compared to just 30 years ago. Over the same period, the proportion of the population aged 20 to 24 has shrunk by more than a fifth.

These changes make a significant difference to the demands put on the health care system, as

someone in their mid-to-late eighties on average consumes around 10 times as much hospital-based care as someone in their early twenties.

Any sensible analysis of the NHS spend has to include factors such as inflation, population growth and demographic change. Once these are all taken into account, then Government generosity shrinks. Appleby and Gainsbury produced the following table.

Needless to say, the 2021-24 projection will not survive the coming austerity blitz.

Julian Atkinson

6. Retrofit

At the Midlands TUC Pensioners meeting, Speaker Caroline Gray explained the importance of "Retrofit" which is about altering an existing building to make it more energy efficient and produce fewer greenhouse gas emissions. She explained it takes just two steps such as replacing gas boilers with renewable energy such as heat pumps or solar panels and reducing heat loss through doors, windows, roof and wall insulation. She feels it is important that any retrofit programme should be made affordable through grants and subsidies using reputable practitioners and that systems and technologies are fully sustainable/recyclable.

UCU West Midlands retired members surveyed local colleges and universities to identify what research was being undertaken and what training was available. They found the knowledge and skills were there but there was currently a lack of funding to run the courses needed. She says she and her colleagues are calling on fellow trade Unionists to publicise these issues, get involved in local campaigning groups for example and lobby local authorities and MPs to try to secure sufficient funding etc.

Rowena Dawson

7. The state of the adult social care sector and workforce

The recently published report on the adult care workforce was researched and compiled by Skills for Care's Workforce Intelligence team. It explains a lot about the crisis in this sector. The total number of required posts in adult social care in England 2021/22 was 1.79 million (up 0.3% from 2020/21). Of these posts, 1.62m were currently

filled and 165,000 were posts that employers were actively seeking to recruit.

There was a decrease in the number of filled posts in 2021/22 of around 3% (50,000 posts). The vacancy rate had risen over the same period to the highest rate since records began in 2012/13. The number of vacancies increased by 52% in 2021/22 by 55,000 to 165,000 vacant posts. The vacancy rate in 2021/22 was 10.7%.

People do not want to start working in the sector. The starter rate has fallen from 37.3% in 2018/19 to 30.8% in 2021/22. The turnover rate these periods remained at a similar level (29% in 2021/22). Therefore, around the same proportion of people are leaving their roles, but there are fewer people replacing them.

In order to encourage immigrant workers, care workers were added to the shortage occupation list. This shows more people were arriving in the UK to take up adult social care jobs. In 2022, between February and August, 11% of workers new to their role within the year had also arrived in the UK within the year. This was greater than the equivalent period in 2021 (4%) and 2020 (2%). The Government narrative does not wish to publicise the large number of legal immigrants from non-EU countries but feeds headlines to the media about the relatively small numbers crossing the Channel.

It is not difficult to see why adult social care is not a popular job choice. Almost a quarter of the adult social care workforce (24%, or 358,000 filled posts) were employed on zero-hours contracts. In April 2021, the National Living Wage rose from £8.72 to £8.91 (2.2% in nominal terms). This increase contributed to a 5.4% increase in the median nominal care worker hourly rate from March 2021 to March 2022. This was the second highest increase over the recorded period. But the real picture shows a decline. The median hourly rate for care workers **decreased in real terms**, by 1.5% between March 2021 and March 2022. This compares to an average increase of 1.8% per year since September 2012.

The lack of staff is likely to worsen. The Report forecasts show that if the number of adult social care posts grows proportionally to the projected number of people aged 65 and over in the population between 2021 and 2035, an increase of 27% (480,000 extra posts) would be required by 2035.

The Report ends with a far from amazing conclusion. Employers with a workforce with high

levels of learning and development, had better outcomes such as lower staff turnover and high Care Quality Commission ratings. It might even be possible to speculate that a substantial real terms wage increase might attract more workers and lessen vacancies and that the Government should increase its spending on social care. These points proved to be a step too far for the Skills for Care Report.

Julian Atkinson

8. Chesterfield and District TUC

Report from Chesterfield & District Trades Union Council, November 2022

Chesterfield & District Trades Union Council meetings are held on the first Monday of each month and provide a forum for Trade Council delegates, trade union members and community campaigners to come together to discuss current and future disputes and issues, and to organise solidarity support across Chesterfield and our region. The meetings also provide an opportunity for external speakers to be invited to introduce and discuss key issues and current debates which then feed into the discussions about solidarity action. The meetings are currently held in a hybrid manner, both physically at the Chesterfield Labour Club as well as on Zoom. This mode of attendance has permitted more attendees to be able to access the meetings than purely physical meetings. Due to the increasing effects of the cost of living crisis and the willingness of unions and campaigning groups to fight back, our trades council banner has been very busy and much in evidence over recent months, and will in all likelihood be going out even more often in the future as trade unionists and community campaigners resist the proposals to inflict even more damage upon working class lives and communities.

The range of disputes and campaigns supported by the trades council recently includes the following:

Just Eat delivery drivers. The strike action by these workers in the 'gig' economy really showed the resolve of workers previously considered unorganised to be able to take effective action against the appalling 24% base rate cut in pay proposed by the employer. Using social media effectively enabled the workers to organise their action and to restrict the ability of the employer to force through cuts against them. There is much to be learned from the action of such workers for future disputes and strikes.

B&Q Wincanton. Unite workers at the depot in Worksop took sustained action and eventually

accepted a pay deal worth 10.75%. The local Tory MP Brendan Clarke-Smith's comments that Unite members would be better off cancelling their union membership and accepting a 4% deal, stuck in the craw of those members and galvanised them even more, as did attempts to 'pay off' a local union rep.

CWU post office strikes and CWU Openreach workers. The ongoing strike action by workers has been supported throughout by the Trades Council, and included laying out breakfasts for the strikers at their Chesterfield depot. With new strike dates announced it is important that union branches seek to raise hardship funds for the strikers.

Rail strikes. The Trades Council and supporters have been in evidence at Chesterfield railway station as well as the Stagecoach depot in Chesterfield supporting RMT strikers and members, as well as attending rallies in Sheffield alongside members of the RMT, ASLEF, the TSSA and Unite.

As the cost of living crisis deepens, on top of over a decade of austerity, there are strikes looming or taking place across various sectors including in health and education. The recent magnificent strike ballot results in Higher Education means that UCU will be at the forefront of the fightback, and the recent strikes by Further Education staff including Derby College, where the Retired Members Branch banner has visited, shows that badly treated workers in education across all sectors are fighting back with great resolve. It is hoped that greater coordinated action across unions can be arranged to maximise effectiveness.

#Enough is Enough

The phrase 'enough is enough' has clearly resonated among trade unionists, campaigning groups and the general public, and many successful events have been held under this banner, including the one in Chesterfield on Saturday 1st October. The march around the town certainly made a splash and the range of eloquent speakers at the subsequent rally, including one from Derby College, helped to galvanise all present and to reinforce the need for collective action.

Derbyshire Asbestos Safety Team (DAST) and the Trade Union Safety Team (TRUST).

A very important aspect of the Trades Council's work is that carried out under the auspices of DAST and TRUST. A significant current campaign is Cape Must Pay! by the Asbestos Victims Support Group Forum to demand £10 million from Cape Intermediate Holdings (formerly Cape PLC), one of the largest asbestos companies in the world, whose products are at the heart of the mesothelioma epidemic in the UK, as well as being responsible for

other asbestos diseases such as lung cancer, asbestosis and pleural thickening. The Forum was successful in their legal fight to force Cape to make many of their documents publicly available, which demonstrate just how much Cape knew about the damaging effects of their products for many years, as well as their attempts to lobby the Government to weaken allowable exposure limits and product warnings.

As part of the campaign to force Cape to pay up two demos were held on 30th September at their main offices, one being in Rotherham. This was a lively demo with protesters dressed up as caped crusaders.

The other major campaign is titled Barrow Must Stay which is against the Industries Injuries Disablement Benefit office in Barrow being closed down and its services moved to Barnsley. The staff in Barrow have specialist knowledge which will be lost in the move and there have already been some obscure decisions made by staff who are not properly trained and who are not looking into the cases in sufficient detail. A meeting has been held with the local MP and a demonstration on 15th October.

May Day 2023

The annual May Day march and rally is the pinnacle of the Trades Council's annual activity and brings a wide range of unions and campaigning organisations together in the town. Next year the 1st of May is on Bank Holiday Monday and preparations are already underway. We look forward to welcoming UCU East Midlands Retired Members and their banner, to a great day, celebrating the best of trade unionism and community campaigning.

James Eaden and Alister Mactaggart

9. UCU Retired Members Branch

2022 AGM

Our branch AGM took place on October 20th. Your new committee, with no new faces but some changes of role is as shown below. I have the honour of replacing the irreplaceable Julian Atkinson as your Secretary, working alongside Crystal Walker and Harry Ziegler as your Assistant Secretaries. Bob Haskins takes over from the late Greg Cejer as Membership Secretary. Julian is now formally the Commissioning Newsletter Editor, so we have managed to keep him in-house.

Rob Kirkwood

See how to join our new Branch Facebook group, as detailed in the information section on Page 1.

Our branch has been meeting since 2008 and now has over 300 members. Our aims are listed below. We meet three times a year, often in places of interest to make part of a day out. Meetings focus on important issues for UCU pensioners and provide a chance to talk with other retired members.

A termly newsletter with articles of interest to retired UCU members is e-mailed to all branch members for whom we have addresses and to UCU branch secretaries in the East Midlands and to other RMBs.

Please let us have your personal e-mail address and let us know if it changes.

RMB Roles and Functions

- To represent the interests of retired members within the union.
- To represent the interests of retired union members within the wider union and pensioner movements.
- To provide a forum within the union for retired members to come together to consider and debate matters of mutual interest.
- To provide a resource of collective memory, advice and expertise in support of the union, in particular to those still in active employment.
- To provide active support, where appropriate, by involving the broadest section of the branch in support of the wider interests of the union and its members, including support for those still in active employment.

For more information

please contact Rob Kirkwood
e-mail: rsmkirkwood@gmail.com

website: www.ucu-em-rmb.org.uk

twitter: @ucu-em-rmb

facebook:

<https://www.facebook.com/groups/1077256209678817>

East Midlands Branch officers and committee

Chair: Angus McLardy: apmclardy@btinternet.com

Vice-Chair: Rowena Dawson:

jeanrowena@hotmail.co.uk

Secretary: Rob Kirkwood:

rsmkirkwood@gmail.com

Assistant Secretary: Crystal Walker:

crystalwalker@btinternet.com

Assistant Secretary: Harry Ziegler:

hziegler@gmx.co.uk

Treasurer: Brian Hambidge:

brianhambidge44@gmail.com

Equalities officer: Judy Wills:

duncanjudy@mail.com

Membership: Bob Haskins:

bobh@piperdrive.org.uk

Newsletter Editor: Julian Atkinson:

jdatkinson34@btinternet.com

Committee Member: Paul Wilkinson:

paul.wilco@ntlworld.com

Committee Member: Margaret Davies:

mhdavies8@aol.com

East Midlands regional UCU committee.

HE representatives: Harry Ziegler, Rob Kirkwood

FE representatives: Judy Wills, Margaret Davies