

IN THIS ISSUE:-

- **UCU President says get involved in your NEC**
- **UCU's Higher Education Special Sector Conference on 9 November**
- **First meeting of UCU's Academic Related members held**
- **HEFCE new published proposals for EQL's**
- **Briefs on other upcoming UCU annual meetings in HE**
- **Agreements on conducting equal pay reviews**
- **Framework Implementation increases some salaries**
- **Commission for disabled staff in lifelong learning**
- **Disability equality – moving towards inclusion seminars**
- **Job evaluation and role analysis data**
- **UCU fights job cuts at Bournemouth University**
- **Campaign against bullying at Leeds Metropolitan**
- **Our UCU website – does it work for you? Comments & ideas welcome.**

UCU PRESIDENT SAYS GET INVOLVED IN YOUR NEC

UCU President Linda Newman has called for members to put themselves forward for election to the NEC in forthcoming elections. Nominations have opened for over 30 seats on UCU's NEC, taking office in May 2008. "My goal is to increase participation in the union's democratic life at every level. I want to see more members standing for election and I want to encourage more members to vote so that we can be confident in our decisions and become a truly representative union.'

If you would like to stand for election to the NEC, the deadline is 5pm on 14 November. Click here for more details: <http://www.ucu.org.uk/elections>

A HIGHER EDUCATION SPECIAL SECTOR CONFERENCE will take place on 9 November at the Jury's Hotel Great Russell Street, London. The business of this special sector conference and main item which will be on the agenda is to discuss the future of the JNCES negotiating machinery and only that business shall be transacted. More from <http://www.ucu.org.uk/index.cfm?articleid=2762>

FIRST MEETING OF UCU'S ACADEMIC RELATED MEMBERS

The inaugural UCU annual meeting for academic related staff was held on Wednesday 17 October. It was a productive and valuable day: 60 delegates from over 30 local associations and branches attended. Eight motions were discussed covering issues such as the impact of job evaluation exercises, the profile of academic-related staff within the union, the status of academic-related staff within universities and out of hours working. In the afternoon two workshops agreed a number of action points to recommend to the newly elected committee in the area of organising and campaigning and job evaluation. The committee will meet for the first time in November. The new Chair of the committee is Dave Anderson from Glasgow

University and the Vice-Chair is Martin Ralph from Liverpool. Other committee members are: Joe Gluza, Cambridge; Gordon Watson, Strathclyde; Gerry Cleary, Queens Belfast; Tom Jenkins, Bangor; Patricia Hulme, Nottingham; Kirsten Munro, Strathclyde; Lesley McGorrigan, Leeds; Elizabeth Clear, UCL. We will be setting up an email contact list for academic related members to keep people in touch with the work of the committee. If you would like to be added to that list, please contact Rachel Curley (rcurley@ucu.org.uk). You can also contact Rachel if you have any other queries or concerns about issues affecting academic-related staff.

GOVERNMENT LOOKS TO WITHDRAW FUNDING FOR EQUIVALENT OR LOWER QUALIFICATIONS (ELQS).

The government has required HEFCE to comment on proposals to stop funding for students taking a qualification lower or equivalent to that which has already achieved. For instance, someone who already has an honours degree and who is studying for a second honours degree would count as studying for an ELQ. The key features of the proposals are as follows:

- Funding for ELQs will be reduced by £100 million by 2010-11 (though the 'savings' will be reallocated by HEFCE in support of other government objectives).
- The process of phasing out funding for ELQs should begin in 2008-09.
- Existing ELQ students will not be affected by the proposed changes
- In accordance with Student Fees Regulations and Student Support Regulations, a number of courses will be exempt from the new policy. These include students on courses in nursing, midwifery, health-related care professions, social work, initial teacher training courses and all students on undergraduate courses leading to a first registerable qualification as a medical doctor, dentist or veterinary surgeon (a full list is available on the HEFCE website).
- All foundation degrees will also be exempt
- HEFCE will also continue to provide targeted allocation to support students studying for ELQs in so-called "strategically important and vulnerable subjects" such as physics, modern foreign languages and land-based studies.
- The funding council will provide a £20 million supplement to the part-time targeted allocation.
- Where necessary, HEFCE will also provide 'safety net' funding to maintain each institution's grant at a comparable 2007-08 level in cash terms.

Despite the exemptions, 'safety net' measures and additional supplement for part-time allocation, the UCU is very concerned about the potential impact on participation by mature and part-time students. The ELQ policy appears to contradict the government's agenda for lifelong learning (i.e. the need for workers to retrain and refresh their knowledge and skills at different points in their lives). We are particularly concerned about the detrimental impact on adult-orientated universities with large numbers of EQL students.

HEFCE have now published technical modeling data on the potential financial implications for HEIs and FECs. Initial UCU analysis of the data indicates that the Open University is set to lose over £31.6 million in teaching funding by 2014-15 and Birkbeck is set to lose £7.8 million over the same period. Also several universities such as London Metropolitan that have done so much to widen access, are also likely to experience significant reductions in public

funding for teaching, particular subject areas, mainly in the social sciences and the humanities. These are likely to bear the brunt of reductions in public funding.

The UCU is planning to submit a national response to the HEFCE consultation document. In order to shape this response, we would welcome comments from branches, local associations and members on the current ELQ policy. Please can you send in comments to Rob Copeland rcopeland@ucu.org.uk and Stephen Court scourt@ucu.org.uk by **Thursday 8 November**. A full explanation and analysis can be found at www.ucu.org.uk/circ/rtf/ucu48.rtf

Branch/LA officers are asked to do the following:

- Check out the potential impact in your institution on:
<http://www.ucu.org.uk/media/docs/o/1/ucu48.doc>
- See what your management's position is
- Talk to the other unions
- Write to your local MP asking them to raise the issue with the Secretary of State for Innovation, Universities and Skills. For more help with this see this link:
<http://www.ucu.org.uk/elqfundingaction>

BRIEFS: OTHER UPCOMING UCU NATIONAL ANNUAL MEMBER MEETINGS

Fixed term and hourly paid staff annual meeting takes place Friday 26 October 2007

October 2007 - The meeting will be chaired by Linda Newman, UCU's President. It will include elections for the national fixed-term and hourly-paid staff committee and motions from branches and local associations. There will also be workshops covering pensions and hourly paid staff, the revised research concordat, recruiting and organising fixed-term and hourly-paid staff and continual professional development.

MRC, NIBSC and Imanet annual meeting takes place Wednesday 31

October 2007 - This annual meeting will be chaired by UCU's President, Linda Newman. It will include motions to be considered and discussions on the 2007-

2008 pay award and the 2008-09 pay claim.

Post-92 Higher Education Staff annual meeting takes place Friday 23 November 2007

November 2007 - The meeting will debate motions that relate specifically to the employment of staff in post-92 higher education institutions. Important issues to be discussed include: the implementation of the Framework Agreement; defending the national contract for England, Wales and Northern Ireland, and, for members in London, London weighting. The registration deadline for delegates is **Friday 9 November**.

<http://www.ucu.org.uk/index.cfm?articleid=2730>

AGREEMENTS ON CONDUCTING EQUAL PAY REVIEWS

One of the priorities of UCU's Higher Education Committee is to ensure that all institutions are meeting their commitment to undertake regular comprehensive equal pay reviews of their pay and grading arrangements.

The Framework Agreement states: "The unions and UCEA strongly advise all HE institutions to: undertake an equal pay review, in accordance with the JNCES guidance on such reviews, within 12 months of the introduction of their new pay structures and periodically thereafter; and to follow this with any modifications to the design or application of their pay structures which that review indicates to be necessary." The 2006 pay agreement reiterated this advice, "in order to ensure that the impact of new pay structures has met equality objectives in practice as well as intent". The revised JNCES guidance on equal pay reviews is available at:

http://www.ucea.ac.uk/ucea/filemanager/root/site_assets/jnches/1176796034234.pdf

Universities now have a positive duty to implement race, gender and disability equality. Local associations and branches can use these new legal requirements to demand that equal pay reviews are carried out. Remember that institutions now have a legal duty under the specific duties of the gender equality duty to consult trade unions in order to determine their gender equality objectives. No institution should be undertaking work on equality audits or pay reviews without the full involvement of UCU from the outset.

If you have worked with your institution on an equal pay audit we would like to hear about your experiences. Please get in touch with Rachel Curley (rcurley@ucu.org.uk).

FRAMEWORK IMPLEMENTATION PUSHES UP SOME SALARIES

UCU negotiators working on the implementation of the Framework Agreement are achieving local grading structures which improve on the minimum standards of the national agreement. Some universities are now publishing pay scales for professors beyond the agreed minimum points.

On the lecturer grade – usually called academic 2 or grade 7 – the nationally negotiated minimum top point for the grade is point 36, currently £32,796. But analysis to date of 48 Framework implementers shows point 37 as the top of the scale at three HEIs.

On the lecturer (or post-92 senior lecturer) grade – usually called academic 3 or grade 8 – the nationally negotiated minimum top point for the grade is point 43. Several universities are now using points up to point 46.

On the senior lecturer (or post-92 principal lecturer) grade – usually called academic 4 or grade 9 – the nationally negotiated minimum top point for the grade is point 49, currently £48,161. At our sample of implementers, Liverpool University has the best maximum, of point 53, which is off the national 51-point pay spine.

While point 50, currently £49,607, is the nationally negotiated minimum pay point for professors and equivalent staff, the minimum at Liverpool is point 55, and point 56 at Cambridge. And a few universities, such as Cambridge and Queen's Belfast, have professorial pay scales with maximum points going beyond the £100,000 mark.

For further information, see
http://www.ucu.org.uk/media/pdf/q/0/ucu_fwkcompendium.pdf

COMMISSION FOR DISABLED STAFF IN LIFELONG LEARNING – INTERIM REPORT CONSULTATION QUESTIONS 2007

NIACE launched the Commission for Disabled Staff in Lifelong Learning at the beginning of 2007. The Commission for Disabled Staff in Lifelong Learning has now completed the interim report about the issues and experiences of disabled staff working in lifelong learning (including further and higher education, adult and community learning and work based learning).

The Interim Report and details about the different ways you can respond to the Interim Report Consultation Questions and have an input are available at
<http://www.niace.org.uk/projects/commissionfordisabledstaff/>

In order to influence the final report respondents should reply **by Friday 7th December 2007**. The commission is going to make recommendations in March in the form of a report to government, HEFCE, universities, colleges, ACL's, trade unions, LSC, Ofsted, the Commission for equality and human rights and other key stakeholders. The responses you send the commission will be used to contribute to the final report in March 2008. This report will be influenced and based around evidence that the commission gathers through questionnaires, witness sessions and through evidence that the commission inquiry panel hear in their meetings.



Equality Challenge Unit



DISABILITY EQUALITY: MOVING TOWARDS INCLUSION SEMINARS

These one day seminars are provided for trade union reps, Higher Education staff, senior managers with responsibility for disability equality and Human Resources personnel.

The seminars are a collaboration between the Equality Challenge Unit, the University College Union and UNISON. They will look at the Disability Equality Duty a year on, and how disabled staff in the Higher Education sector have been involved. They will also look forward to discuss how disabled and non-disabled staff, trade unions and university management can work together in implementing, evaluating, monitoring and enforcing disability equality in their university. They will empower trade union reps to be able to negotiate around disability equality and improve working conditions for disabled staff.

Aims

- To raise the profile of the Disability Equality Duty with senior managers, and identify areas that should be

included in the Disability Equality Duty Annual Review.

- Promote good practice by providing support for Disability Equality Duty implementation, and by discussing the relevance of the Disability Equality Duty to the workplace.
- Feedback interim results from Equality Challenge Unit's project looking at what can be done to encourage disclosure of disabilities by staff in Higher Education.
- To provide an opportunity for disabled union activists and other disabled staff to meet, with a view to facilitating the establishment of regional networks for disabled staff.

Objectives of the seminar

- ❖ Provide guidance and support for all staff involved in Disability Equality Duty work, specifically concerning:
- ❖ Impact Assessment
- ❖ Involvement of disabled people, including the benefits of disabled staff groups
- ❖ Gathering information

- ❖ Boosting disclosure rates amongst staff
- ❖ Facilitate the foundation of regional networks for disabled staff
- ❖ Promote the confidence and self-activity of disabled staff in Higher Education Institutions.

The one day seminars will run on the following dates and venues:-

- Friday November 16th- Unison, Mabledon Place, London

- Monday November 19th – Oxford Brookes University, Oxford
- Wednesday November 21st- Leeds Met University, Leeds

If you would like to attend one of these seminars, email Sian Davies, Disability Equality Organiser, Floor 2, Mabledon Place, London, WC1H 9AJ at s.davies@unison.co.uk, or fax Sian at UNISON on 020 7551 1252 to obtain a booking form. Hurry ... deadline is **26 October**.

JOB EVALUATION AND ROLE ANALYSIS DATA

Some branches and local associations are reporting difficulties gaining access to job evaluation and role analysis data. This is currently of particular concern in some pre-1992 sector institutions in relation to the results of JE schemes for academic-related staff. UCU's HE team has put together advice on how to deal with a refusal by employers to disclose requested JE and role analysis data.

http://www.ucu.org.uk/utilities/action/act_download.cfm?mediaid=2297

Other resources for Framework Agreement negotiators are available at:

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

UCU FIGHTS JOB CUTS AT BOURNEMOUTH UNIVERSITY

Members at Bournemouth university are engaged in a campaign to fight management proposals to make 50 lecturers compulsorily redundant. The proposed cuts are part of a troubled time at Bournemouth. In May this year, controversial vice chancellor Paul Curran attempted to force through new contracts. For more on the campaign click here:

<http://ucubournemouth.blogspot.com/>

CAMPAIGN AGAINST BULLYING AT LEEDS METROPOLITAN IN NEW HEALTH AND SAFETY NEWSLETTER

The latest issue of the monthly UCU Health and Safety Newsletter lead article is on the campaign against bullying at Leeds Metropolitan University and also encourages all UCU branches to consider getting involved in national anti-bullying day which is on 7 November this year. The article states that a survey of UCU members carried out in March this year at Leeds Metropolitan University revealed a disturbing culture of individual and institutional bullying. It followed repeated claims by UCU members – and furious denials by the Vice Chancellor – that bullying is rife in the university. More from

http://www.ucu.org.uk/media/docs/g/f/hsnews13_oct07.doc

UCU WEBSITE - DOES IT WORK FOR YOU?

The new UCU web site has been up and running for six months. Does it work for you?

Comments and ideas welcomed. Please send to: webteam@ucu.org.uk

It's also easy to sign up a colleague up and ensure that they are protected – they can now join online in a matter of minutes on this link: <http://joinonline.ucu.org.uk/>