

# Welcome!



**2009 WAS A** very busy year for the Training team and our enthusiastic support network of regional administrators from UCU offices throughout the UK. Thanks to everyone's hard work we almost doubled the number of reps trained in the previous academic year with an amazing 522 new reps trained during 2008/09!

UCU has put reps training at the forefront of what it does to ensure the strength and survival of the union through the tough times ahead, so an increase in numbers like this is fantastic news.

We are building on this success by running more courses than ever this year, and in more locations to give as many new and established reps/activists as possible the opportunity to receive training.

We have revised and updated the content of many of our modules to ensure that reps have access to the most up-to-date knowledge. We are piloting two NEW courses: green reps and equality reps.

I would like to thank all the UCU reps and officers who have engaged with the national training programme to date, helping to make attendance at our courses a vibrant and worthwhile experience for all.

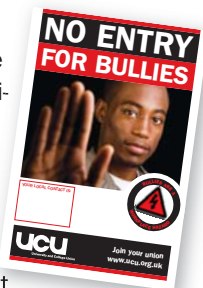
If you have any comments or questions, or would like to suggest new courses, let me know. You can contact me at: [training@ucu.org.uk](mailto:training@ucu.org.uk)

**Abbie Jenkinson, Training Officer**

## Anti-bullying materials

**MEMBERS WHO HAVE** attended our recent safety reps courses will have seen UCU's new anti-bullying materials. These materials aim to raise awareness of bullying in the workplace and tell members how to get support and advice. You can download posters directly from the website at: [www.ucu.org.uk/harassment](http://www.ucu.org.uk/harassment)

If you would like materials sent to you, email your request including quantities to: [mwhelton@ucu.org.uk](mailto:mwhelton@ucu.org.uk)



## PENSIONS... PENSIONS... PENSIONS

### Pensions Champions

The need for information and guidance on pensions has never been more important. Union reps have a key role to play in helping workers understand the complexities of pensions, but many reps say they find pensions confusing and feel that they lack the knowledge to best advise their members.

In 2007 the TUC launched the Pensions Champions project to support the work that unions already undertake on pensions. Supported by the Department of Work and Pensions (DWP) this project aims to identify members in the workplace who don't necessarily want to take on the role of rep, but would be interested in attending Pensions Champion training in order to advise members about pensions options.

**For further information about this project visit:**  
[www.pensionschampions.co.uk](http://www.pensionschampions.co.uk)



### Online pensions course for reps



For reps who wish to take the pensions role further, Unionlearn offer an online pensions course. Starting in January 2010, this course takes 18 hours to complete and will enable union reps to gain the skills to address pension issues in the workplace.

**For further information visit:**  
[www.unionlearn.org.uk/education/learn-593-f0.cfm](http://www.unionlearn.org.uk/education/learn-593-f0.cfm)

### UCU two-day pensions module

For those of you who prefer classroom learning, and would like to look in more detail at the TPS and USS pension schemes, UCU offers a two-day pensions module. Open to UCU reps who are, or who will be, involved in supporting members with pensions enquiries, the course covers the following:

- the TPS and USS schemes, and changes to them
- how pensions are calculated
- ill health and redundancy issues
- pension developments and communication in your branch.

**This course will be held on 25-26 March 2010 in London and 7-8 July 2010 in Birmingham. To book a place visit:** [www.ucu.org.uk/pensionscourse](http://www.ucu.org.uk/pensionscourse)

UCU training update



## Success! Stella asserts her right to train



“Earlier this year I found myself in the difficult position of not only being a new rep, but being the only rep at my college.

I was concerned that I didn't have the experience or skills needed to carry out this role effectively. So, on the advice of my regional official, I registered to attend modules 1 and 2 of the UCU reps training pathway.

Prior to attending the course, management had told me that, as a part-time member of staff I had to attend these courses in my own time, and that the college was not in a financial position to pay me to attend courses on what they regarded as my days off.

During the course the tutor

made it clear that reps are entitled to reasonable paid time off for training as a union rep, and that the ACAS code of conduct states that part-time reps are entitled to paid time off for training in the same way as full-time reps.

After the course I used my new knowledge to raise this with my employer and was delighted to receive an apology from management, a commitment to pay me for the courses already attended, and confirmation that I could attend the remaining two modules with pay!

The training has given me renewed confidence in negotiating with management and HR. And I now know where to go for regional and local help and support. I also made some good contacts with other reps from my region.

Since attending the training I have examined a number of college policies and procedures, have provided feedback to management, and have requested impact assessments on a variety of policies and procedures from an equalities perspective.

I believe that attending this training has helped me to be more effective in my role as a rep at the college. Since I attended this training our branch has grown quickly and we now have three other departmental contacts who are sharing the responsibilities with me. I have found this training to be invaluable and would recommend it to any new or existing reps.”

**Stella, UCU Rep  
South Eastern Region**

## New course dates

**THE RESPONSE FROM** members to our brand new equality reps and green reps courses has been fantastic. Due to popular demand, we are piloting two new courses and have added the following additional course dates:

### Equality reps

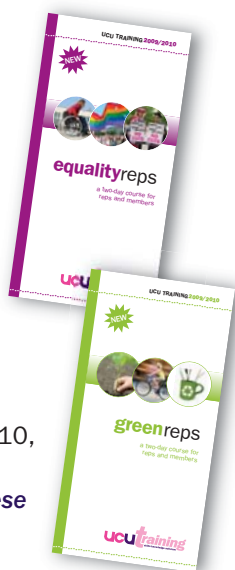
- Friday 12 February and Friday 14 May 2010, **Manchester**
- Thursday 8 April and Friday 11 June 2010, **Glasgow**

### Green reps

- Monday 8 February and Monday 8 March 2010, **Dundee**
- Wednesday 10 February and Thursday 11 March 2010, **London**

*For further information on these courses visit:*

[www.ucu.org.uk/training](http://www.ucu.org.uk/training) or email [training@ucu.org.uk](mailto:training@ucu.org.uk)



## Work-life balance



*If you or your members often feel like this, Unionlearn's online course could help with the struggle for a better balance...*

**MEMBERS WANT TO** know how they can balance their commitments outside of work with the demands placed on them by their employer.

Unionlearn's new online training course *Finding a Work Life Balance* will help reps to:

- understand the kind of changes that are happening to the organisation of working time
- think through a range of responses to these changes which benefit employees and employers
- promote partnership working by unions and management to address common problems
- work through a process for agreeing change and achieving a work-life balance.

*To find out more visit:* [www.unionlearn.org.uk/courses/index.cfm/online/1/citem/136](http://www.unionlearn.org.uk/courses/index.cfm/online/1/citem/136)