

## A4e & UCU – interim ways of working

Talks with A4e nationally about moving towards union recognition – the right for UCU reps to negotiate directly with your employer about your terms and conditions – have been slowly progressing.

A document has been drawn up as a first step towards recognition, which allows for discussions with UCU around possible redundancies, business transfers and any contractual changes before they are implemented.

The agreement also lays out the process by which a formal recognition agreement can be discussed and hopefully agreed.

We meet with A4e in June in the hope of signing this off, so the formal recognition discussions can begin.

Although the document is binding in honour only, it will be a step towards forging a constructive working relationship between UCU and A4e, which will improve things for A4e staff in Prison Education.

We will keep you updated on how this progresses.

## OLASS 4 contracts and transforming rehabilitation

We understand that the OLASS 4 contracts will be extended by a year, until July 2016, subject to contract area realignment which will affect 9 prisons.

The transfers of prisons between regions is a result of the Ministry of Justice *transforming rehabilitation* reforms that will see NOMS moving from a model of 35 probation trusts to 21 contract package areas.

The nine prisons will change regions, and as a result most will change provider as of November 2014.

We understand that eight of the prisons to be transferred are:

- ▶ Onley – Milton Keynes College (MKC) to A4e
- ▶ North Sea Camp and Lincoln – MKC to The Manchester College
- ▶ Coldingly – A4e to MKC
- ▶ Woodhill will move from the East Midlands to South Central but remain with MKC
- ▶ Highpoint and Belmarsh will move from the East of England to London but remain with A4e
- ▶ Highdown – A4e to TMC

We will be supporting members through the changes, providing advice and support as needed.

UCU has long argued that competitive retendering is not appropriate for prison education, which needs consistency and certainty. Although BIS aren't talking about an end to the process, the delay will be seen by many as welcome respite from the changes retendering inevitably brings.

## There has never been a better time to join your union

With economic uncertainties and OLASS 4 leading to redundancies and changes to the core day, you need a union that stands up for you – and with over 116,000 members UCU is the largest post-school education union in the world.

The best people to convince members to join the union are other members, who regularly see what UCU does for its members. So if your colleagues aren't in the union, do ask them to join. And if you are not in the union already, then you can join online at [www.ucu.org.uk](http://www.ucu.org.uk)

# A4e UCU

## NEWS

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### UCU A4e prison education branch

Your branch has a committee and reps or contacts in most of the prisons run by A4e. We take up your concerns with managers in individual prisons and beyond.

### A national voice

UCU negotiates pay with the AoC and then seeks to ensure that local FE providers (including those in Prison Education) give the agreed pay increase. We have negotiated an exclusion policy with NOMS and defended members' pensions. UCU raises prison education issues in Parliament and with professional bodies.

### Research

A report carried out by UCU and the Institute of Education is well worth reading *Professionalism Against The Odds* [www.ucu.org.uk/prisons](http://www.ucu.org.uk/prisons)

### Confidential support 24/7

As a UCU member you have access to confidential support by phone or online, provided by trained professionals at Recourse – an independent organisation providing personal and practical help with issues such as stress, financial problems and dealing with difficult people.

### Saving you money – and a free personal injury service

You can make savings on a range of financial products and get advice on your finances or pension. For work-related accidents or illnesses, we have a cost-free compensation scheme provided by personal injury lawyers.

### Together we can make a difference

Collectively we can achieve more. We can make a positive difference to the working lives of professional prison educators. UCU is proud to represent you. The more members we have, the more we can achieve.