

NEWSLETTER **UCU**

University and College Union

An information Bulletin for FE members in the South East Region

Autumn 2017

Another year of challenges

A belated welcome back from what I hope was a restful and well-earned summer break. The new academic year looks set to be no less challenging than the last but together we can make real headway in improving the working lives of those employed in FE, Prison and adult education. Some of the ways we are doing this are outlined in this South East regional newsletter and there will be many more that will arise during the year. If you would like to get involved in supporting UCU campaign, please contact me or your local branch representative.

In solidarity,

Michael Moran – South East Regional official

mmoran@ucu.org.uk

Merger

Now that merger is a reality in many FE institutions across the region this period of upheaval brings opportunities as well as threats.

UCU believe that were colleges merge we should demand improvements for all staff, that at the very least equal the best conditions of the predecessor institutions. For example, if one college has lower pay rates for the same work undertaken by staff in the other predecessor college UCU will demand that the pay is harmonised to the best pay rates. This goes not just for pay but for workload and other employment practices.

UCU at the recently or about to be merged institutions will submit local pay and conditions claims formalising our request to harmonise pay and conditions to at least the best of the predecessor colleges.

Stamp out casual contracts

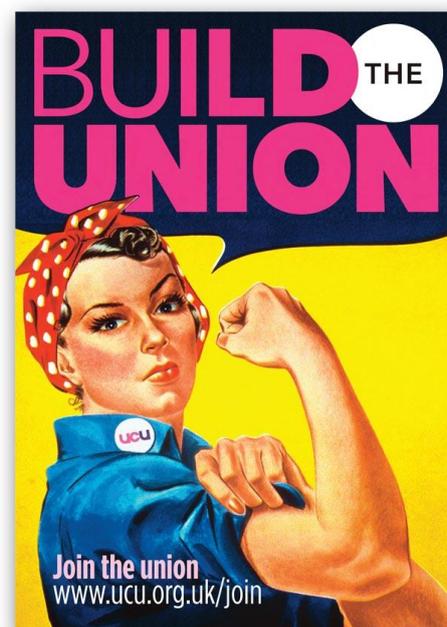
UCU believes that high quality education and fair working conditions depend on contracts that give staff stability and continuity of employment. Casualisation is bad for staff and bad for education, yet it's endemic in our colleges and universities.

McDonalds, Sports Direct and Uber are not the only employers that have abused casual contracts as 46% of universities and 60% of colleges use zero hours contracts to deliver teaching.

Stamp Out Casualisation is UCU's campaign to win continuity of employment and fairer contracts for casualised staff.

The campaign against casualisation is one of UCU's national priorities. If you would like to get involved please contact me or your local branch representative.

We must end the scandal of zero hours contracts in FE.



Ofsted

Every term representatives of UCU meet with OFSTED officials and we use our time to raise issues that come directly from our members.

If you have any considered views either arising from an inspection or about the framework and methodology more generally we would like to hear from you.

Get them to me before the 30th September.

Further education England e-ballot

If you did not receive an email from us on Monday 4 September containing your link to vote in a consultative e-poll on what you would like the union to do should the employers pay offer prove unsatisfactory when UCU meets the Association of Colleges later this month please go [here](#) for a replacement.

Please make sure you vote and show your support for a statutory ballot for action to secure [a fair deal for FE staff](#).

More details on our claim and campaign can be found [here](#)

UCU stands up for its members and for education

Our reps up and down the country are trained, briefed and prepared to respond to all the changes coming our way.

The more members UCU has in your college the better able we are to defend and protect your job and your work-life balance. UCU will:

- Represent you if your job is at risk
- Provide representation if you're merged with or transferred to another college
- Stand up for quality teaching and learning



**WHATEVER YOUR JOB TITLE
UCU IS WITH YOU
ON YOUR JOURNEY**

**You are the future of our profession
and we are on your side**

We understand FE and we know how to win for FE staff. We are offering you **FREE** membership for four years.

It's time to join us.

Join online at:

www.ucu.org.uk/join

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Prison Education news

Health & Safety remains a top priority for Novus branch, and as well as supporting local workplace inspections, the branch committee have been raising issues regionally and nationally with Novus to ensure members concerns are addressed.

Please make sure you report any incidents or near misses in your prison, and if there is then no action to address the issue locally, please contact Stephen Owens, the Kent & Sussex Rep on the branch committee at stephentowen57@gmail.com

Notices will shortly be sent out to begin the process of nominating and electing local prison reps, health & safety reps and regional equality and union learning reps.

Please make sure that members in your prison put themselves forward for these posts, because local reps are the best means of addressing concerns in your workplace, and ensuring that your voice is heard in Novus. You can find out a bit more about what being a Rep involves here - <https://www.ucu.org.uk/rep>

Message from the Regional Secretary Justin Wynne of Sussex Coast College Hastings

Having been a FE lecturer for 7 years, I have seen issues of austerity like the rest of us with the diminishing value of our wages. In my time as a UCU local Branch Officer our membership has grown and success in individual casework has also increased. As a believer in the democratic process, we need to campaign at not just local, but regional and national level, with the increase likelihood of mergers and competition playing colleges off against each other. If the person sitting next to you is not a member of UCU show them this newsletter and ask them to join!

UCU local contact details:

Useful dates: For details of UCU training see [Link](#)

Our next regional committee meeting will be held at UCU HQ on Saturday 7th October 2017.

If you would like to attend contact me or Ade.

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