



April 2011 Newsletter of UCL UNISON incorporating London School of Hygiene and Royal Veterinary College

The only news worth reading, from UCL UNISON —Your friend in the workplace

# 94 LOW PAID LONG SERVING UCL STAFF DUMPED

See inside for:

**ONE TEAM – ONE NIGHTMARE**

**Equal Wrongs**

**94 and counting**

**Bloomsbury Fightback**



**STRONGER IN  
UNISON**



## **ONE TEAM – ONE NIGHTMARE**

UCL's Plans to restructure its Estates and Facilities Division depend on a One Team approach and it plans to implement this using some staff who speak English and some staff who don't and by using some staff who have worked for UCL for 10, 15, 25 years and some casual labourers who just walk in off the street. So some staff don't have a clue what the others are talking about and other staff don't have a clue what to do let alone how to do it or where to go or who is who or anything else. How efficient is that?

### **Equal Wrongs**

UCL's Equality Target is to have 31% of its staff at support grades from Black and Minority Ethnic groups (BME) by 2015. 76% of UCL wide staff are white. This means that only 24% are BME, that is 7% below target. But 58% of all Estates staff are white and 42% are BME. This compares very favourably with other parts of UCL which obviously must have an even lower percentage than the average 24% at UCL. Of the 65 cleaning staff it is proposed to transfer, 4 are white and 61 are BME, that is 93%. If these cleaners aren't employed by UCL then the percentage of BME staff working at UCL falls even lower. This isn't racism. It's just carelessness.

### **94 and Counting**

UCL wants to transfer 94 staff to outside contractors and make 16 others redundant. This is 110 staff off the payroll in one swift cull. Why? Because UCL paid nearly £47 million in employers' contributions to staff pension funds in the financial year 2009-2010. A big number? Total income from all sources that year was almost £765 and a half million. When is enough enough? No pension the outside contractors can supply will come close to what those staff would get if they stayed at UCL.

### **Who is going to be next?**

Don't think it can't be you. The cleaning staff thought it wouldn't be them and it is. So did the porters. And the waste disposal team. And the security staff. But it is.

# The Continuing Cull of UCL Staff

These are just some of the parts of UCL that have been restructured over the last couple of years. Just because they've been restructured once it doesn't mean that they won't be restructured again.

Faculty of Life and Biosciences (twice at least)

Estates and Facilities

Institute of Child Health

Information Systems Division

Organisational & Staff Development

Registry (three times)

Centre for the Advancement of Learning and Teaching

Students Union Catering

Occupational Health

Pay and Pensions

Department of Modern Languages

Library Services

Finance Division

Institute for Women's Health

Nobody is safe. Will you be made redundant? Will you be outsourced? Will you be replaced by agency staff? Will you be replaced by a new system?

Everybody says "Why me?"      Because you did nothing about it.  
That's why.

# **Bloomsbury Fightback - Unity is Strength**

Bloomsbury Fightback (BF) was formed by trade union members in Bloomsbury to support students campaigning against the trebling of tuition fees and scrapping of EMA. The initiative really took off following an occupation to establish an "anti-cuts space". The first initiative Bloomsbury Fightback took part in was to publicise the March 26th TUC demonstration. On most week nights for the two weeks leading up to the demo we had up to 30 people from UCU, UNISON, Camden Against the cuts and students from Bloomsbury Colleges leafleting at tube and rail stations. This was a very enjoyable activity as we met a wide range of people from all walks of life, experienced first-hand the huge level of support for the March 26th demo & had fun along the way! When members of the University College & Lecturers Trade Union (UCU) took strike action against attacks on their pension scheme, BF organised support for the picket lines, with some student activists staging "picnic lines" which they asked staff not to cross.

UCL threatened an injunction against 13 named individuals allegedly involved with the occupation over the UCU strike recently and BF helped organise a rally in their defence and supported the demonstration around campus. BF activists took part in protests to defend the NHS on the 1st April outside the Department of Health and on the 17th May BF will be supporting the "Kill Lansleys Bill" march to Save the NHS. This assembles at 17:30 at University College Hospital.

As well as uniting trade unionists and students across the Bloomsbury colleges, BF supports campaigns in the wider local community. We took part in a lobby of Camden Council's budget setting meeting in a lobby against the cuts imposed on the council workforce and service users and on the 27th April we are supporting a lobby to defend the five libraries threatened with closure in the borough. On the 14th of April BF organised a meeting of over 50 activists to discuss ways to fight the outsourcing of Estates and Facilities at UCL. Activists are keen to do all they can to support initiatives by UNISON, Unite and UCU and most importantly to support what those facing outsourcing want to do.

To join the group Bloomsbury Fightback email list email [bloomsburyfightback@googlegroups.com](mailto:bloomsburyfightback@googlegroups.com)

There is also a Bloomsbury Fightback Facebook page.

Molly Cooper

# APPLICATION FORM *Join UNISON altogether a better union*

## 1. Your PERSONAL DETAILS

Please tick box below

Mrs	Ms	Miss	Mr	Other
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First name	Other initial
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Surname/Family name	Date of birth
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Home address
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National Insurance number (from your payslip)

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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Please tick if you require materials in a different format (eg large print or Braille - Be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you - indicate if work or home

Contact tel/voice/text/email
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## 2. Your EMPLOYMENT DETAILS

Employer's name
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Your job title/occupation
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Department/section
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Workplace name and address
----------------------------

Payroll number (from your payslip)
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PLEASE RETURN YOUR COMPLETED FORM TO:

**Stephanie Smith, c/o Epidemiology,  
1-19 Torrington Place  
London WC1E6BT**

## 3. WHAT YOU PAY – CURRENT RATES

Please tick the appropriate box for your earnings before deductions.

### YOUR SUBSCRIPTION - WHAT YOU PAY

Weekly pay <input type="checkbox"/>	Annual pay <input type="checkbox"/>	per week <input type="checkbox"/>	per month <input type="checkbox"/>	Band
Up to £38.47 <input type="checkbox"/>	Up to £2,000 <input type="checkbox"/>	£0.30 <input type="checkbox"/>	£1.30 <input type="checkbox"/>	A
£38.48–£96.16 <input type="checkbox"/>	£2,001–£5,000 <input type="checkbox"/>	£0.81 <input type="checkbox"/>	£3.50 <input type="checkbox"/>	B
£96.17–£153.84 <input type="checkbox"/>	£5,001–£8,000 <input type="checkbox"/>	£1.22 <input type="checkbox"/>	£5.30 <input type="checkbox"/>	C
£153.85–£211.53 <input type="checkbox"/>	£8,001–£11,000 <input type="checkbox"/>	£1.52 <input type="checkbox"/>	£6.60 <input type="checkbox"/>	D
£211.54–£269.23 <input type="checkbox"/>	£11,001–£14,000 <input type="checkbox"/>	£1.81 <input type="checkbox"/>	£7.85 <input type="checkbox"/>	E
£269.24–£326.92 <input type="checkbox"/>	£14,001–£17,000 <input type="checkbox"/>	£2.24 <input type="checkbox"/>	£9.70 <input type="checkbox"/>	F
£326.93–£384.61 <input type="checkbox"/>	£17,001–£20,000 <input type="checkbox"/>	£2.65 <input type="checkbox"/>	£11.50 <input type="checkbox"/>	G
£384.62–£480.76 <input type="checkbox"/>	£20,001–£25,000 <input type="checkbox"/>	£3.23 <input type="checkbox"/>	£14.00 <input type="checkbox"/>	H
£480.77–£576.92 <input type="checkbox"/>	£25,001–£30,000 <input type="checkbox"/>	£3.98 <input type="checkbox"/>	£17.25 <input type="checkbox"/>	I
£576.93–£673.08 <input type="checkbox"/>	£30,001–£35,000 <input type="checkbox"/>	£4.68 <input type="checkbox"/>	£20.30 <input type="checkbox"/>	J
£673.08+ <input type="checkbox"/>	over £35,000 <input type="checkbox"/>	£5.19 <input type="checkbox"/>	£22.50 <input type="checkbox"/>	K

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10

## 4. POLITICAL FUND

UNISON's **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's **General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund pay-

If you have been a member of a trade union before, please state which one:
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The information provided by you shall be recorded by UNISON for statistical purposes and used for sending you UNISON publications, ballot forms and otherwise communicating with you. If you do **NOT** want any mailings from UNISON, besides those required by statute, please tick this box .....

To keep you fully informed of the services we arrange for members we want you to receive details of benefits offered by or in conjunction with UNISON's affinity partners. The affinity partners are organisations with close links to UNISON that share our ambition to provide you with the best possible range of benefits. Under the Data Protection legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you **WANT** to receive details of the full range of benefits you **MUST** tick this box .....

## 5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and
- I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: Tick one box only

**Affiliated Political Fund**                       **General Political Fund**

Now please sign and date below.

Signature ..... Date.....

# WHO'S WHO IN UCL UNISON BRANCH

**Branch Officer Posts**

Assistant Branch Secretary	Simon Wigley (s.wigley@ucl.ac.uk)
Black & Ethnic Group Officer (BMEG)	Oliver Thomas (unison@ucl.ac.uk)
BMEG Convenor	VACANT
BMEG Secretary	Stephanie Smith (s.c.smith@ucl.ac.uk)
Chair	Andre Burbidge (andre.burbidge@lshtm.ac.uk)
Communications Officer	Makeba Adero (m.adero@ucl.ac.uk)
Disabilities Officer	Jackie Sheehan (Jacqueline.sheehan@ucl.ac.uk)
Environment Officer	VACANT
Education Officer	Roy Capleton (r.capleton@ucl.ac.uk)
Equalities Coordinator	Sarah Alleemudder (s.alleemudder@ucl.ac.uk)
Health & Safety Officer	Bill Lehm (ucylwrl@ucl.ac.uk)
International Officer	Simon Wigley (See above)
Lifelong Learning Officer	Tim Purkiss (see below)
Membership Secretary	Stephanie Smith (see above)
Minutes Secretary	Tim Purkiss (tim.purkiss@ucl.ac.uk)
Lesbian, Gay, Bisexual & Transgender Officer (LGBT)	VACANT
Retired Members Officer	Oliver Thomas (see above)
Recruitment Officer	Javed Khanzada (javed@eastman.ucl.ac.uk)
Secretary	Bill Lehm (see above)
Treasurer	Andre Burbidge (see above)
Vice Chair	Makeba Adero (m.adero@ucl.ac.uk)
Welfare	Martin Simukai (m.simukai@ucl.ac.uk)
Women's Officer	Molly Cooper (molly.ccooper2@btinternet.com)
Young Persons Officer	Yassin Benserghin (y.benserghin@ucl.ac.uk)

**Local reps**

Porters	Rob Connell (unison@ucl.ac.uk)
Domestics	Helen Fullerton (unison@ucl.ac.uk)
Domestics	Frank Sechere (unison@ucl.ac.uk)
Security	Steve Margiotta(unison@ucl.ac.uk)
Security	Franklyn Jones (unison@ucl.ac.uk)
Eastman	Javed Khanzada (see above)
Refectory	Cosme Santos (unison@ucl.ac.uk)
Refectory	Arnaud Leudjou (unison@ucl.ac.uk)
Human Communication of Science	Sarah Alleemudder (see opposite)
Library Services	Simon Wigley (see opposite)
Post Room	Alan Neary (a.neary@ucl.ac.uk)
LSHTM	Andre Burbidge (see opposite)

**Workplace contacts**

Residences	Yassin Benserghin (y.benserghin@ucl.ac.uk)
Institute of Orthopaedics	Michele Pannaman (m.pannaman@ucl.ac.uk)

**Safety Reps**

Civil Engineering	Marie Parker (m.parker@ucl.ac.uk)
Library Services	Bill Martin (see above)
HCS	Sarah Alleemudder (see above)

**Accredited Learning Reps**

Sarah Alleemudder, Cristina Gardini

**If you have any news or views you would like to see in UNI news, send them to: unison@ucl.ac.uk**

**Deadline for articles for next issue:**

**This newsletter is published by UCL UNISON**

**The views expressed in this newsletter are not necessarily those of the editors or UCL UNISON**

“I haven’t got half a million for the cleaners.”

Malcolm Grant

UCL’s Surplus for the year of 2009-2010 retained within general reserves:

£29,655,000

Malcolm Grant DOES have half a million for the cleaners. And the porters. And the security staff.

“It’s shameful that this grade of staff is seen as a dispensable part of the UCL community.” UCL UCU member

**We can win the battle against outsourcing if we stick together in a collective united campaign.**

On line petition: <http://www.petitiononline.com/unison96/petition.html>

Tweet at: [twitter.com/uclunison](https://twitter.com/uclunison)

Facebook page: Don’t outsource UCL people

Branch website: <http://www.uclunison.org>

**DON'T OUTSOURCE UCL PEOPLE!**

# **DON'T OUTSOURCE UCL PEOPLE!**

**UCL are proposing to outsource 94 cleaners, porters and security staff from Estates and Facilities to private contractors. If they get away with this you can be sure that they will then be looking at what other jobs they can outsource.**

Legislation is supposed to protect your terms and conditions of employment if you transfer to a new employer. However there are a number of loopholes:

Your pension scheme is not protected.

Following a transfer, the new company can change your terms and conditions and make redundancies as long as they justify this on economic, technical or organisational (ETO) grounds, rather than because of a transfer.

Any new employees can be hired at a lower rate of pay and on worse terms and conditions.

Once transferred to a private sector employer it will be far easier for them to de-recognise a union.

If you work at the university for a separate employer from most other staff you will be in a much weaker position to assert your collective rights. You could not legally enter a dispute alongside the rest of the university workforce.

**The threat of outsourcing affects everybody at UCL. Even if your department is not immediately under threat, there is a very real risk that outsourcing will be proposed in the near future.**

There is also no justification for outsourcing. UCL is one of the richest universities in the country. It is not in debt. The decision to outsource displays total contempt for the people who work to keep the college running.