

UPDATE ♦ Department Restructures ♦ UPDATE

Three departments at UCL are currently being restructured: Estates and Facilities Division (EFD), the Centre for the Advancement of Teaching and Learning (CALT) and Information Systems Division (ISD). EFD and CALT are being restructured and ISD in three. At the moment they are all in the first phase in which the senior management posts are being organised and UNISON members are unaffected. During phase 2 some admin staff are likely to be affected including UNISON members. Manual staff in EFD are unlikely to be affected in this round of restructuring.

The second phases won't start until some time in the first quarter of next year because the managers will be given time to contribute to the plans for structuring (new) or restructuring (existing) departments. When they do happen the consultation periods will last 30 days and those affected will be able to have one to one meetings with their line managers at which they can be accompanied by their trade union representative. Please let non-members in affected departments know that UNISON can only represent those who have been members of the union for at least one full month.

“Fighting the cuts in Higher Education and Public Services”






Members Meeting
Wednesday 8th December 2010
5.30pm - 7.30pm
Wilkins Garden Room



(entrance via the door next to Jeremy Bentham's cabinet)

Send agenda items by Monday 6th December:

 The Chair UNISON Office Room G06 51 Gordon Square LONDON WC1H 0PN
 unison@ucl.ac.uk  ext.24888

We look forward to seeing you there.

IS THIS NEWSLETTER UNDELIVERABLE? HAS THE ADDRESSEE LEFT?

If the member that this newsletter is addressed to no longer works at UCL please return to:
UCL UNISON Membership Secretary, c/o Dept of Epidemiology & Public Health, 1-19 Torrington Place



LSHTM report: Andre Burbidge

We are meeting Professor Peter Piot on Tuesday 7 December, just before the Joint Union Management Forum meeting. This will be the first contact between the new Director and the unions, and is more by way of introduction. However, we hope we can open a positive dialogue with him and ensure he is aware of the great contribution our members make to smooth functioning of the School.

We have received terms of reference of a "review of roles and responsibilities" in Estates, though we have not yet received any firm proposals for restructuring and will be pushing for an update on this as part of the formal business on 7 December. The drivers appear to be "fitness for purpose", operational issues around 4th and 5th floor laboratory suites, and servicing Tavistock Place rather than cost savings. If you work in Estates and have any concerns, please contact us.

The consultation process for changes to the Universities Superannuation Scheme (USS) is underway. If you are affected by this, please refer to the information elsewhere in this issue.

UNISON celebrates London living wage victory

Cleaners and academic staff at the University of East London (UEL) have won a campaign to adopt the London Living Wage (LLW), with help from their union, UNISON.

The UK's largest public sector union worked with London Citizens to push for the LLW for contractors, to bring them in line with in-house employees' wages.

Sub-contractors will have to pay the LLW when their contracts with the university are renewed.

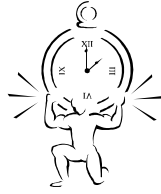
Dave Prentis, UNISON's General Secretary, said:

"It is a huge boost for staff at the University of East London to win the London Living Wage.

"Building alliances is the key to pushing for fairness at work and our strong links with London Citizens have made this possible.

"We are pleased that the vice-chancellor has recognised that it is the right thing to do and we will continue to fight for more organisations to take up the living wage - everyone deserves a fair rate of pay for a hard day's work."

Understanding Stress



Modern life is full of hassles, deadlines, frustrations, and demands. For a large number of people, stress has become so commonplace that it has become a way of life. Stress is not always bad. In small doses, it can help you perform under pressure and motivate you to do your best. But when you are constantly running in emergency mode, your mind and body pay the price.

Beyond a certain point, stress stops being helpful and starts causing major damage to your health, your mood, your relationships, and your quality of life. Workplace stress affects the performance of the brain, including functions of work performance; memory, concentration, learning, and your quality of life.

The law requires all employers to provide a stress free work environment, the employer should also recognise where stress is becoming a problem for staff, and take action to reduce stress. Stress in the workplace makes people ill in many ways.

In the UK over 13 million working days are lost every year because of stress. Stress is believed to trigger 70% of visits to doctors, and 85% of serious illnesses (HSE statistics).

Effects of chronic stress

The body does not distinguish between physical and psychological threats. When you are stressed over a busy schedule, an argument with a friend, a traffic jam or problems with household bills, your body reacts just as strongly as if you were facing a life-or-death situation.

If you have a lot of responsibilities and worries your emergency stress response may be "on" most of the time. The more your bodies stress system is activated, the easier it is to trip and the harder it is to shut off.

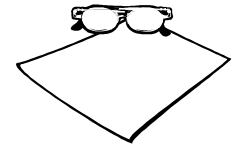
Long-term exposure to stress can lead to serious health problems. Chronic stress disrupts nearly every system in your body. It can raise blood pressure, suppress the immune system, increase the risk of heart attack and stroke, contribute to infertility, and speed up the aging process. Long-term stress can even rewire the brain, leaving you more vulnerable to anxiety and depression.

Many health problems are caused or exacerbated by stress, including:

Pain of any kind	Depression
Heart disease	Obesity
Digestive problems	Autoimmune disease
Sleep problems	Skin conditions, such as eczema

In Part 2 - Signs and symptoms of stress overload

Branch Rule Change Proposal



The Core Branch Rules follow national guidelines and at the moment rule 12 of UCL Branch Rules says:

12. Donations

Donations shall be agreed by the AGM or branch committee in accordance with the union's policies and objectives and subject to provisions of national rule. Proposals for donations may be made at branch meetings."

After a proposal put forward at the last Branch Committee Meeting to donate £1000 from branch funds to victims of the recent Pakistan floods was objected to on the grounds that it is an inappropriate way of spending members' money and that the limit for branch donations is £200 anyway, we decided to change the rule to make explicit what can and can not be done in regards to making donations with branch funds. The change needs to be approved by members at a branch meeting. This is the proposed change to Rule 12 for approval, amendment or rejection at the branch meeting on September 8th 2010.

"Donations shall be agreed by the Branch Committee or the Branch members at meetings in accordance with the union's policies and objectives and subject to provisions of national rule. The priority is trade union and worker causes (including slavery). Proposals to donate to these can be voted on by the branch committee and reported at the following members' meeting. The second priority addresses those issues that may not be directly trade union centred or originating but which affect our members. Proposals to make these donations can only be voted on at branch members' meetings.

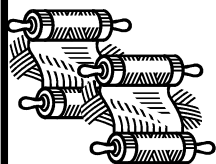
The branch will not donate to the major disaster funds unless encouraged to do so by UNISON Head Office although we will encourage our members to donate to the victims of disasters through recognised trade union pathways. This will be done by e-mail as and when disasters occur and it will contain the link to the UNISON or TUC websites, whichever one arranges the collection. The maximum limit for branch giving is £200 per donation."

The reasoning behind the proposal:

The first priority should be voted upon by the branch committee because there are three months between each members' meeting and only one between committee meetings and it is pretty clear what is and what isn't a trade union or worker cause. The second priority may include such issues as domestic violence. There are just too many disasters happening in the world and if individual members do or do not want to contribute to the funds, the decision to do so is theirs. They cannot dictate how others spend their money, including the money that they pay through subscriptions to their trade union. We may listen to encouragement from Head Office to donate to certain causes because that is our governing body. There has to be a reasonable limit on donations because if we started giving large amounts to various causes that would be irresponsible use of branch funds and we would soon go bankrupt.

STOP PRESS ▪ STOP PRESS ▪ STOP PRESS

Mr Nigel Waugh has been appointed as the new Director of Human Resources at UCL. He is currently HR Director at the University of Melbourne and he will join UCL on 17 January 2011. Nigel will work with Sarah Brant until her departure at the end of that month.



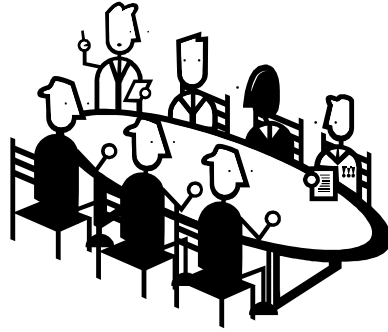
The Equality Act 2010

The new Equality Act came into force on October 1st. It provides a new legislative framework to protect the rights of individuals from unfair treatment at work by strengthening the previous legislation and it promotes a fair and more equal society. It replaces nine other separate pieces of legislation with a single Act of Parliament. You can find out more about it including what provisions come into force today, what provisions the government are considering introducing in the future and how you can access short summary guides about how the legislation could affect you at:

http://www.equalities.gov.uk/equality_bill.aspx

- It protects against direct and indirect discrimination, harassment and victimisation;
- It changes the definition of gender reassignment, by removing the requirement for medical supervision;
- It levels up protection for people like carers;
- It provides clearer protection for breastfeeding mothers;
- It applies the European definition of indirect discrimination to all protected characteristics;
- It extends protection from indirect discrimination to disability;
- It introduces a new concept of “discrimination arising from disability”;
- It applies the detriment model to victimisation protection;
- It harmonises the thresholds for the duty to make reasonable adjustments for disabled people;
- It extends protection from 3rd party harassment to all protected characteristics;
- It makes it more difficult for disabled people to be unfairly screened out when applying for jobs;
- It allows claims for direct gender pay discrimination;
- It makes pay secrecy clauses unenforceable (so that women can compare their salaries with those of men for example);
- It extends protection in private clubs to sex, religion or belief, pregnancy and maternity, and gender reassignment;
- It introduces new powers for employment tribunals to make recommendations which benefit the wider workforce;
- It introduces new powers for employment tribunals to make recommendations which benefit the wider workforce;
- It harmonises provisions allowing voluntary positive action.

New Safety Committee set-up at UCL



The current two string arrangement for safety management at UCL is to be replaced. The Health and Safety Management Team (which trade unions reps have not been part of) and the Safety Committee (which we have) is to be replaced by the Health and Safety Committee (which we will be part of) from now on. The ongoing negotiations about the form it will take and its Terms of Reference have been going on since the Spring and all the recognised trade unions have agreed to the new arrangement. No trade union rep has an executive role in the decision making process (which we didn't want because our role is primarily as watchdogs) but we are pleased to know that decisions on safety made at senior level will be made in front of us so we will be able to see how those decisions are arrived at. Its first meeting is on December 14th.

NATIONAL WOMEN'S CONFERENCE

Conference Team 0207 551 1123
Sharon Greene (Policy) 0207 551 1355
Anita Edwards (Standing Orders) 0121 685 3127

The next National Women's Conference will be held at the Harrogate International Centre from **2.00pm Thursday 17 February to 1.00pm Saturday 19 February 2011.**

Harrogate International Centre
Kings Road
Harrogate
North Yorkshire
HG1 5LA
Tel; 01423 500 500
www.harrogateinternationalcentre.co.uk

Deadline for submission of amendments 12.00 noon Wed 15 December 2010

22 November 2010

Dear Colleague

Consultation on Changes to the Universities Superannuation Scheme (USS)

Further to circular 25/10, the timetable for the consultation on the changes to USS has been announced. The consultation will take place between 20 October and 22 December.

Proposed Changes

It is proposed that the changes will take effect from April 2011 and a summary of proposed the changes are as follows:

A normal pension age of 65 will be introduced for new entrants and for the future service of existing members.

The employee contribution rate for existing members will increase to 7.5%.

Pension increases (for pensions in payment) will be linked to increases in the CPI inflation index (rather than the RPI index) subject to a 5% cap.

Pensions in deferment will be increased by the lower of CPI or 2.5%.

A Career Average Revalued Earnings (CARE) benefits structure will be introduced for new entrants to the scheme from April 2011. The benefits of which will be based upon a 1/80th pension and 3/80th cash lump sum formula.

The contribution rate for members of the CARE section will be 6.5%.

Cost sharing will be introduced with cost increases shared on a 65/35 basis by employers and employees respectively.

Consultation Process

The consultation will commence on 20 October. The responsibility for carrying out the consultation rests with each employer with members in USS. This means that each institution with members in the scheme will be required to undertake a separate consultation exercise and report their findings to the USS trustees.

It is understood that a 12 page pack has been produced by employers that will be issued to all members and potential members of USS on 20 October providing information and questions for the consultation. Each institution is required to consult with representative bodies, which must include UNISON branches. It is likely that all UNISON branches, including post -92 institutions will be contacted even if they have no members in USS.

Continued...

There will also be a website for members to post their response to the proposals. All members are encouraged to participate in the consultation both directly and indirectly through their union. Institutions will be encouraged to hold meetings but it is understood that the main route for feedback from these meetings will be the website.

UNISON, alongside the other higher education unions, is writing to USS and the higher education employers seeking detailed financial information on the proposed changes and assumptions to enable us to formulate a detailed response for branches. We will send further information for branches on how to complete the consultation once this and details of the consultation pack are received.

The Higher Education Service Group Executive met on 1 October to consider their initial response to the proposals.

The view of UNISON is:

The proposals represent an unreasonable reduction in benefits to scheme members.

Scheme members are being asked to work longer, pay more and receive less as a result of these changes.

In particular, the proposals for a CARE scheme for new members of the scheme is unacceptable. This CARE scheme for new staff will be significantly worse than the current scheme, creating a two tier benefit structure. The proposal to revalue the CARE scheme benefits by CPI rather than RPI makes this scheme significantly worse than when it was originally proposed and inferior to equivalent public sector schemes.

The risk sharing proposals are unacceptable in that they could potentially result in staff being asked to bear the burden of past service deficits and poor investment performance.

We accept that the scheme faces funding challenges and that greater consideration should be given to the following:

Tiered contribution rates for employees, with the highest paid staff paying higher contribution rates to reflect the higher relative benefits they receive from the scheme.

If a CARE scheme is introduced to reduce risk then it should be on a fairer and cost neutral basis. This could be achieved through a better accrual rate with revaluation linked to average earnings increases rather than CPI.

Cost sharing should be limited to future service and increased life expectancy only.

Consideration should be given to allow members to pay additional contributions in return for a higher accrual rate.

Continued...

If CPI is introduced as the indexation measure for future pension increases the saving (estimated at 10% of liabilities) should be directed to preserving benefits for current and future staff.

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Further detailed information will be sent shortly once further details are received.

If you have any questions concerning the changes or require further information, please contact Ben Thomas b.thomas@unison.co.uk

Yours sincerely

Christina McAnea
National Secretary Education Services

Positively Public - campaigning for quality public services

What is Positively Public?

Positively Public is UNISON's campaign for quality in our public services, and for recognition of the essential role of public service workers in achieving this.

Positively Public has campaigned on a range of public service issues, from the quality of school meals and hospital cleaning to the promotion of best practice. We have won widespread recognition and support for our evidence-based critiques of policies such as the Private Finance Initiative and have been successful in securing a number of important policy changes.

UNISON's strategy

UNISON has pursued a twin track approach to public service campaigning that opposes the privatisation and marketisation of public services in principle but also recognises that where reforms are going ahead, UNISON must get the best protections for our members.

UNISON campaigns for public services at international, national and local level, working with a diverse range of organisations who share our views on public services.

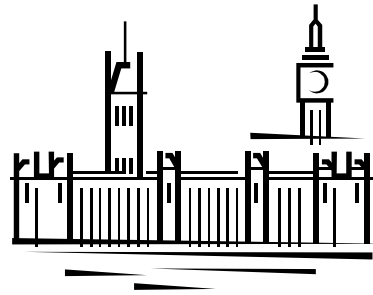
Campaign Issues

Positively Public challenges the drive to privatise and marketise public services and is currently campaigning across a range of issues and services.

All our evidence and experience shows that once services are run for private profit, the quality of care and service is reduced and the public service ethos is replaced by a hard-nosed profit motive.

Join us campaigning for quality public services.

UNISON response to the Coalition



The TUC rally at Central Hall Westminster on 19 October signalled the start of a fight back against attacks on public services by the Con-Dem coalition government. As we approached city hall there were numerous banners and coaches were setting down delegations of members from all over the UK and beyond. It took several minutes to get into the hall which was packed to the rafters. And there weren't only trade unionists – service users, pensioners groups, voluntary organisations etc were well represented. The speakers were many and various – from union general secretaries to actors, environmental organisations, charitable organisations, a school student, lecturers, an economist and even a Methodist minister. All spoke of the need to organise against the spending cuts and challenge the notion that they are justified by economic necessity. We need to engage with the public, with service users and to challenge what is said in the media, mobilising support.

As members went to lobby MPs with whom they'd made appointments, it was announced that the lobbies were full and no one else would be admitted, but we were encouraged to lobby in the constituencies. David Cameron recalled all of his MPs to a meeting, leaving secretaries to speak to lobbyists, so clearly wasn't taking any chances.

Hearing rousing speeches in a hall is all well and good but the hard work has already started. There will always be work to do for the trade union movement, whichever type of government is in power, but the agenda of the Coalition is a particularly acute challenge.

Responding to the Coalition Government is the name of the strategy of UNISON in the Greater London Region, guided by 6 principles

- Ensuring the union survives and strengthens
- Working with members to protect jobs and livelihoods
- Campaigning for quality public services
- Organising in private companies, contractors and the voluntary sector
- Organising across workplaces and sectors
- Uniting London against the Coalition

UNISON has issued a lot of good publicity material in print and on-line which we'll be using in the branch and linking in to our local issues at UCL, LSHTM, RVC, etc. The main things we can do are: encourage colleagues to join UNISON (preferably before they find their own jobs at risk); ask everyone you know – friends, family, etc to sign up to the Million Voices campaign; think about becoming active, especially if there's no rep in your area



UCL Unison website September 2010 updates
www.uclunison.org

The website has been updated, new content has been added and we have organized the pages to make it easier for members and visitors to the site to retrieve information. We hope that you will find the updates useful.

Change of address or contact details for member

First Name: _____ Surname: _____

Membership Number: _____ Date of Birth: _____

New Home address: _____

Telephone number: _____ E-mail: _____

Old Home Address: _____

Other Changes (*please specify below*):

Please return your completed form to:

**Stephanie Smith, UCL UNISON Membership Secretary, c/o Epidemiology
and Public Health, 1-19 Torrington Place, London WC1E 6BT**



STRONGER IN UNISON



Open to UCL UNISON Branch Members Only (including LSHTM and RVC). Please note Branch Committee Members are excluded from this scheme

Recruit A Member - Get A Tenner! Campaign 2009

Bonus Payment Claim Form

This form must be completed in full for the recruitment incentive payments (any partially completed forms will be returned). Please complete in capital letters.

Details of new member recruited

F

M

Name

Address

Name of Department or workplace

Job

2. Details of recruiter

F

M

Name

Address

..... **Post Code**

Contact number or e-mail

Department or Workplace

Bonus Payment being claimed*(please tick appropriate box)

£10 First member recruited

£5 for subsequent new recruit

Confirmation Details

(To be completed by Branch Officer not the recruiter)

I confirm that the above new member has been recruited to this branch by the recruiter named above and that a completed application form has accompanied this claim form.

NameDate.....

Branch Officer Position.....

Signature

Please Return this form together with the **completed UNISON** application form to your workplace rep , steward, Branch Officer or Stephanie Smith, Department of Epidemiology, 1-19 Torrington Place, WC1

* Payment will be made after the first subscription is paid by the recruited member.

NB: Branch Committee Members are not eligible to claim this bonus payment!

If you are interested in helping to form, or to participate in, a UCL UNISON women members' group, please contact Branch Equalities Officer, Sarah Alleemudder

The group would meet regularly to discuss equality issues related to women, e.g. maternity rights, equal pay, etc.

email: s.alleemudder@ucl.ac.uk
Phone: ext 24230 (020 7679 4230)



Calling on all Lesbian, Gay, Bisexual and Transgender members.....

If you are not "out" at work but would like to join an LGBT group, please send a note stating "LGBT" and give your contact details in the strictest of confidence to the UNISON Office in the internal mail. Address your post to "UCL UNISON/LGBT".

Or alternatively contact: uni-son@ucl.ac.uk



UNISON Black & Ethnic Minority Members Group (BMEG)

The group's meetings usually take place once a month. The meetings are a friendly, informal Forum to discuss any issues affecting Black and Ethnic Minority Staff.

Wednesday 24 th November 2010 8.30-9.00am	Physics Building, Room A17
Wednesday 22 nd December 2010 8.30-9.00am	No Meeting

Please contact Stephanie Smith if you are interested in being more involved in the BMEG

Telephone: Ext 45621 or s.smith@public-health.ucl.ac.uk

WHO'S WHO IN UCL UNISON BRANCH

Branch Officer Posts

Assistant Branch Secretary	VACANT
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	VACANT
Education Officer	Roy Capleton (r.capleton@ucl.ac.uk)
Environment Officer	Bill Lehm (unison@ucl.ac.uk)
Entertainments Officer	Vacant
Equality's Officer	Sarah Alleemudder (s.alleemudder@ucl.ac.uk)
Health & Safety Officer	Bill Lehm (see above)
International Officer	Vacant
Lifelong Learning Officer	Roy Capleton, (see above)
Lifelong Learning Officer	Tim Purkiss (tim.purkiss@ucl.ac.uk)
Manual Staff Convenor	VACANT
Membership Secretary	Stephanie Smith (see above)
Minutes Secretary	VACANT
Lesbian, Gay, Bisexual & Transgender Officer (LGBT)	VACANT
Retired Members Officer	Oliver Thomas (see above)
Recruitment Officer	Simon Wigley (uclys@ucl.ac.uk)
Secretary	Bill Lehm (ucylwrl@ucl.ac.uk)
Treasurer	Andre Burbidge (see above)
Vice Chair	Makeba Adero (see above)
Welfare	Martin Simukai (m.simukai@ucl.ac.uk)
Women's Officer	VACANT
Women's Group Convenor	VACANT
Young Persons Officer	VACANT

Local reps

Security	VACANT
Eastman	Javed A Khanzada (see below)
Domestics	Helen Fullerton (unison@ucl.ac.uk)
Domestics	Frank Sechere (unison@ucl.ac.uk)
Security	Franklyn Jones (unison@ucl.ac.uk)
Security	Steve Margiotta (unison@ucl.ac.uk)
Refectory	Cosme Santos (unison@ucl.ac.uk)
Refectory	Arnaud Leudjou (unison@ucl.ac.uk)
Psychology & Lang. Sciences	Sarah Alleemudder (see opposite)
Library Services	Simon Wigley (see opposite)
Archway/ Whittington	Stephanie Woods (rmjbsjw@ucl.ac.uk)
Post	Alan Neary (unison@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)
Institute of Child Health	Sarah Wright (s.wright@ich.ucl.ac.uk)

Safety Reps

Civil Engineering	Marie Parker (m.parker@ucl.ac.uk)
Javed A Khanzada	j.khanzada@eastman.ucl.ac.uk
Library Services	Bill Martin (see above)
Psychology & Lang Sciences	Sarah Alleemudder (see above)
IS and Academic Services	Makeba Adero (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: 15th January 2010

This newsletter is published by UCL UNISON



Everybody needs a helping hand at work sometimes. Join *UNISON* — Britain's biggest union to get your voice heard. From negotiating better pay and conditions to supporting you in cases of disciplinary or grievance issues, advice on health and safety or education and training, your *UNISON* branch is there to help you. Joining *UNISON* gives you access to a great range of membership benefits and offers too.

Join *UNISON* — altogether a better union.

To Join contact your local *UNISON* rep, e-mail; unison@ucl.ac.uk or telephone 020 7679 4888 (internal extension 24888) leaving your name, department and contact details

If you know someone who is interested in joining *UNISON*, please

Pass UNI *news* or this slip on to them.

Or call the *UNISON* recruitment hotline on 0800 70 70 77