



www.birminghamuniunison.org.uk

Campaign for a Fair Deal for Support Staff

SPEAKING UP FOR SUPPORT AND ACADEMIC
RELATED STAFF AT THE UNIVERSITY OF
BIRMINGHAM

Protest!

**Tuesday 1st
May**

Join the protest
picnic 12pm
Chancellor's
court (in front
of the clock-
tower)

Branch

Meeting

**Tuesday 24th
April, 12pm
G.17, Nuffield
(building R.9)**

Pay

**70% reject
University pay
offer—see
inside for full
details**

UNISON negotiates with the University to suspend changes to bank holidays and closed days

The University are proposing to cut the amount they pay support staff to work bank holidays and closed days, are placing new administrative staff on 'any 5 days in 7' contracts that include weekend working, and are proposing to put staff in Fresh Thinking in Hospitality and Accommodation services (HAS) onto annualised hours.

After UNISON found out from members what was going on, we successfully negotiated with the University for them to pay staff as normal over the Easter Bank holidays and closed days. We believe staff have been paid at double time and a day off in lieu for nearly 17 years, since 1995. The University have agreed to further talks about these changes.

Inside we have put a table showing how they affect staff in different areas **but it is clear they affect everyone, regardless of what current contract we are on.**

A 24/7 campus?

The changes the University want to bring in, changing administrative staff to contracts forcing them to work weekends for no additional pay, the cuts to bank holidays and closed days and annualized hours show the University is moving to a vision of a campus that is open 7 days a week. However, instead of properly resourcing this and negotiating these changes the University are seeking to get them by cutting staff pay rates, forcing staff, many of whom have families, onto weekend working and ignoring the health, wellbeing and work life balance of staff.

Campaigning

UNISON will be campaigning and seeking to negotiate with University management to protect all of our members from these changes. See inside how you can help

FACT: All support staff earn below the UK average wage of £26 244 per year— so why should we have our pay cut further by losing bank holiday and weekend overtime rates?



**Facts:**

The richest fifth
have nearly two
thirds of the wealth

The least wealthy
half of households
account for only
9% of wealth

The least wealthy
10% of households
had negative total
net wealth—debt
to you and me.



www.unison.co.uk

Changes to terms and conditions...the end of bank holidays and closed days for support staff?

Bank Holidays and Closed days for all support staff:

Existing

- Double time and time off in lieu
- Voluntary for most staff
- Considered to be overtime if worked

Proposed

- Alternative day off instead
- Becoming a contractual requirement instead of voluntary
- Staff who work Monday to Friday can be required to work bank holidays, as it's part of their normal working pattern, and just get a different day off instead!
- Not considered to be overtime if part of your normal working pattern—as most bank holidays are!

Administrative staff are being placed on a 5 day out of 7 contract, initially for new staff in the College of Social Sciences
We now have a 2 tier workforce, with staff being paid differently for the same work....for now

Existing

- Monday to Friday contract
- Weekend working is voluntary
- Work on a Saturday is paid at time and a half for first 4 hours, then double time
- Sunday work is paid at double time

- Weekend working is now a contractual requirement—and staff can be disciplined if they don't work it
- A day off when your manager decides instead of getting paid overtime or taking time off in lieu at the higher rate

Annualised hours—Fresh Thinking

Staff in Fresh Thinking, including administrative staff, have been told they are being put in annualised hours. Without any contractual guarantees staff will be forced to work 48 hour weeks, with no maximum shift lengths. As part of the consultation UNISON are seeking contractual guarantees that protect the health and wellbeing of our members.

Summary

These changes mean staff can be made to work bank holidays and closed days and just be given another day off instead. With the costs of weekend working, bank holidays and closed days being cut we expect weekend and closed day working to increase across the university

**Facts:**

The richest fifth have nearly two thirds of the wealth

The least wealthy half of households account for only 9% of wealth

The least wealthy 10% of households had negative total net wealth—debt to you and me.



www.unison.co.uk

Changes to terms and conditions

What have UNISON done so far? We have:

- Negotiated with the University to suspend the changes until after Easter and agree to for further talks
- Requested new administrative staff are placed on the same contract as their colleagues so that genuine negotiations can take place
- Sought legal advice on the changes, regarding breach of contract amongst other issues
- Begun contacting MPs and City Councillors and arranging meetings with them

How Can I help?

We want every member to:

- Take the petition around your workmates, academic staff, friends and family and pass it on to any student reps you know
- Join us at the protest
- Write to their MP and local councillors. A model letter is enclosed. Why not visit them and ask for their support?
- Come to the branch meeting on Tuesday 24th April, 12pm, Room G.17, Nuffield Building R.9
- Help us leafleting students, contact Abby: abbygulliver978@btinternet.com if you can help. Remember a great student experience doesn't need to be at the expense of staff wellbeing
- Become a rep or workplace contact
- There's more information on our new website www.birminghamuniunison.org.uk which has:
 - Model letters
 - Petitions
 - Contact details for MP's
 - Leaflets for students

Keeping you updated

We will be sending you regular updates on email. If you don't currently get branch emails please email Lee on l.crutchley@bham.ac.uk

New Communications Officer and/ or Website Editor wanted—can you help?

Our last communications officer did such a great job she got a marketing job! Full training on websites, editing and writing for publication is given. The role can either be for communications officer, a job share or just the web editing part (for our new easy to use website).

Pay—Overwhelming majority reject University pay offer.

An overwhelming majority, 70% of you, have voted to reject the University pay deal and have said you are prepared to take industrial action if necessary to get a better deal.

The vote was:

To reject and take action affecting current students if necessary, 48%

To reject and take action minimising disruption to current students, 22%

Note the pay offer and take no further action, 30%

Next

We have sent the results into UNISON regional office and have asked them to progress the dispute. There is a lot of legislation around industrial action and we will be following advice from full time officers, so we are constrained in what we can say but the key facts are:

1. The University made a £27m surplus and rewarded the VC with a £27,000 pay rise
2. The University can, at any time, make an increased offer.
3. Whilst UNITE and GMB have accepted we believe we represent more support staff than both of them
4. We are allowed to take industrial action if voted for in an industrial action ballot
5. The University take a lot of money at open days and are very concerned about their public image
6. Strong action on pay helps make negotiations in other areas a lot easier ie bank holidays and weekend working

Late night working—but no travel allowance

Low paid staff working late at night in the Library and parts of HAS, receive no travel allowance. UNISON feel this is indicative of how the University treat staff when they ask us to work flexibly, and that they can do more to ensure the safety of their staff when they are working late at night and public transport has stopped



**UNISON, University of Birmingham
Branch - Working together to build a
better workplace for all.**

www.unison.bham.ac.uk

www.unisonbhamuni.wordpress.com

Contact Lee Crutchley, Deputy Branch
Secretary for further information

Contact telephone: 0121 414 7622

Or email: l.crutchley@bham.ac.uk

Unison: Your friend at work

- Help us keep the workplace safe
- Not *a single* UNISON support staff member we have represented has been made compulsorily redundant
- Explore opportunities develop your skills and get training
- We offer representation for issues big or small.
- In the past year we have helped with issues such as; flexible working; attendance; sickness; bullying; discrimination and equal pay.
- We consult and negotiate with the University of Birmingham over their policies that affect you in the workplace.

Follow us on Twitter
[@UnisonBhamUni](https://twitter.com/UnisonBhamUni)



All in it together?

*£60 billion was
how much the
wealth of the
richest 1000
people in Britain
increased by last
year...in the
middle of the
recession.*



www.unison.co.uk

UNISON budget response

“This budget is not a road to recovery but a Road to Nowhere – No jobs, No growth, No idea.” This is the damning verdict of UNISON chief Dave Prentis on George Osborne’s budget today (21 March).

The union accused the Chancellor of sucking demand out of the economy and reverting to the same old Tory tactics, of promising tax cuts just before the next election.

Dave Prentis, General Secretary of UNISON, the UK’s largest union, said: “The Chancellor’s budget has given a helping hand-out to his rich friends in the City and delivered a slap in the face to the unemployed and low paid families.

“Osborne should be delivering policies to get the 2.67m unemployed people back into work and economically active. Instead, the Government’s cuts agenda is making the situation worse by adding to those numbers month by month. Since the coalition came to power, we have seen 625 public sector workers joining the dole queues every single day, bringing misery to hundreds of thousands of families.

“Far from encouraging economic growth, the Chancellors’ policies are sucking demand out of the economy. Public sector workers are being hit with a pay freeze again this year and now the Government are proposing local pay which mean £1.7bn would be lost from the economy. Taking money out of the pockets of hard working people will starve local shops, cafes and businesses out of much needed revenue sending the economy further downwards.

“The Chancellor’s budget gives with one hand and takes with the other. The increase in the personal allowance will help those who are working – but offers no relief for the unemployed. And we know that the Government has already announced cuts to tax credits which hits hundreds of thousands of working families with children.

“Osborne’s budget flies the Tories true blue colours, but is a missed opportunity to restore desperately needed jobs and growth to the economy.”

For more on this, including an alternative budget go to
<http://www.unison.org.uk/news/budget2012.asp>

NHS—THE FIGHT CONTINUES

The government's controversial Health and Social Care Bill has now cleared both Houses of Parliament and will soon pass into law in England. UNISON has led the campaign against this Bill since it was first published 18 months ago, and we will never stop fighting to defend and improve our NHS.

We will rise to the challenge of resisting the implementation of this Bill on the ground and will work with other organisations and patients to defend the NHS against privatisation.

Want to help? Log onto to the national unison website www.unison.org.uk and search for NHS, there’s always more actions that we’re asking members to do, from writing to your paper to your local MP or meeting up with others who want to make a difference

UNISON Higher Education conference

Abby Gulliver attended as your delegate to UNISON's higher Education conference and Matt Raine as a national exec member. A wide range of issues affecting UNISON members in Higher Education was discussed.

All the conference decisions can now be found on our website www.birminghamuniunison.org.uk

The issues raised at conference affect both support and academic related staff and we will be seeking to get improvements both locally and nationally

Campaign for a national living wage launched by UNISON and the NUS

The conference was the launch pad for a campaign for a Living wage for all staff in Higher Education between UNISON and the NUS—National Union of Students. In London the 2011/2012 Greater London Authority rate is £8.30 per hour and outside of London the current rate is £7.20. In Birmingham we are also aiming to get a Birmingham Living wage and UNISON are pushing whoever wins local elections in May in Birmingham for a living wage.

Equality's

Conference passed a range of motions affecting the equal rights of our members. The Executive will be putting together a work plan to help branches take up issues around bullying, LGBT equality and bullying, racism, ensuring changes to Access to Work rules don't disadvantage disabled members and involving young members

The Student Experience and Complaints Procedures

With tuition fees being set at £9000 per year student expectations and demands will be increasing. UNISON want to ensure that there is both an effective complaints procedure for students but also one that protects staff and reflects the principles of natural justice. Once we have received the national guidance on this we will discuss this at a branch meeting

Pay, Job Cuts and Outsourcing

A range of motions was passed to continue and strengthen our campaigns against job cuts and outsourcing. Whilst we continue to campaign against outsourcing that occurs, in institutions where this has happened we want to ensure UNISON is recognised to help protect staff in outsourced jobs.

Pensions

Whilst not an issue directly affecting us, delegates forced the conference leadership to allow a debate over the future of pensions, in particular changes to the LGPS Scheme many HE staff are in. The majority of speakers spoke about the issue of having higher contributions, working longer and the linking of the pension age to the state retirement age— which is now being reviewed annually!

UNISON Membership benefits

UNISON have a range of membership benefits to help save you money and are aiming to launch more discounts soon. If you've not checked them out recently it's worth doing, you never know how much you can save each month. Matt said, 'I save £7 every month after I changed house insurance with UNISON, that's over half of my months subs!'

Membership benefits are online at <http://www.unison.org.uk/benefits/special.asp> or call UNISON direct 0845 355 0845 for them to be sent to you

Welcome to your new branch committee elected at your UNISON AGM

Branch Secretary	Matt Raine	x58283 or 07904 960 442	m.j.raine@bham.ac.uk
Deputy Branch Secretary (Membership & Admin)	Lee Crutchley	x47622	l.crutchley@bham.ac.uk
Deputy Branch Secretary (Workplace Organisation & Representation)	Abby Gulliver		Abbygulliver@btinternet.com
Chair	Paula Anne Beasley	x45832	p.a.beasley@bham.ac.uk
Treasurer (Job Share)	Etheline Deer and Rory Shannon	Rory 07527724088	roryshannon@live.co.uk
Education and Training Officer	Marian Jordan	x46989	m.a.jordan@bham.ac.uk
Equal Opportunities	Sandra Glenn		s.p.glenn@bham.ac.uk
Welfare Officer	Eimear Donnelly	0121 4149216	eimearsd@yahoo.co.uk
HAS catering—Rep	Anne Smith		
HAS catering—Rep	Katie Smith	4149110	ktsmith18@hotmail.com
Student Services—Rep	Lauren Baker		m.l.baker@bham.ac.uk

Getting in touch with UNISON

Help at work

If you need help at work please contact Lee on l.crutchley@bham.ac.uk or 0121 414 47622 and either Lee, Matt, Abby or your local steward will support you.

If you have an urgent weekend issue ie you have been suspended, sacked or there is a serious health and safety issue please text Matt and he will call you back.

UNISON There for You (Welfare)

If you need financial help please contact Eimear, she's there to help you and UNISON run a number of schemes to help members in trouble.

Training

If you want to find help with training, including English, Literacy, Numeracy, Computers and much more or if you want to do trade union training please contact Marian.

Policy

If you would like to change or make local or national UNISON policy please get in touch with Paula. She can also advise you or how and when to stand for different positions, go to Higher Education and national conference and explain how UNISON works

Equal Rights at Work

If you are concerned about Equality at work, are suffering yourself or want us to campaign on an equalities issue please come to Matt initially.

Legal Help

If you need legal help at work please call Matt, if you have had a personal injury at work please call UNISON Direct on 0845 355 0845



APPLICATION FORM

UNIVERSITY OF BIRMINGHAM BRANCH

Mrs Ms Miss Mr Other:	RECRUITED BY:
First Name:	Other Initial(s):
Surname:	Date Of Birth:
Job Title:	Department:
Grade / Band: Academic / Academic Related / Support* Full Time / Part Time / Reduced Hours* <small>*delete as appropriate</small>	Email Address:
National Insurance Number: - -	Tel:
Home Address:	Payroll Number:
	Signature:
	Date:

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. I authorise my employer to provide information to UNISON to keep my records up to date.

Other ways to Pay (please tick if appropriate):
 Direct Debit Cheque

I authorise deduction of the following Political Fund payment as part of my subscription:
 Affiliated Political Fund General Political Fund

Please tick here if you require materials in a different format (eg large print or Braille)

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 affiliated 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 above. Your subscription shown below includes a political fund payment so you do **not** pay any more by being in one of the funds.

If you have been a member of a Trade Union before, please state which one: _____

Please tick the appropriate box below for your earnings before deductions:

<i>Band</i>	<i>Weekly Pay</i>	<i>Annual Pay</i>	<i>Subs Per Week</i>	<i>Subs per Month</i>	<i>Tick Box</i>
A	Up to £38.47	Up to £2000	£0.30	£1.30	
B	£38.48 - £96.16	£2001-£5000	£0.81	£3.50	
C	£96.17 - £153.84	£5001-£8000	£1.22	£5.30	
D	£153.85 - £211.53	£8001 - £11,000	£1.52	£6.60	
E	£211.54 - £269.23	£11,001 - £14,000	£1.81	£7.85	
F	£269.24 - £326.92	£14,001 - £17,000	£2.24	£9.70	
G	£326.93 - £384.61	£17,001 - £20,000	£2.65	£11.50	
H	£384.62 - £480.76	£20,001 - £25,000	£3.23	£14.00	
I	£480.77 - £576.92	£25,001 - £30,000	£3.98	£17.25	
J	£576.93 - £673.08	£30,000 - £35,000	£4.68	£20.30	
K	£673.08 +	Over £35,000	£5.19	£22.50	

Please tick the appropriate box to indicate how often you are paid:
 Weekly Fortnightly Four Weekly Monthly

Please tick this box if you are student member in full time education (including student nurses or Modern Apprentices). Your subscription is £10.00 per year.

The information provided by you shall be recorded by Unison for statistical purposes and used for sending you Unison publications, ballot forms and other wise communicating with you. If you do **NOT** want any mailings from Unison, besides those required by statute please tick this box

To keep 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 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

Please return your completed form to:
 Lee Crutchley c/o CELC, Ashley Building, University of Birmingham