

## Pay 2014/2015

### Pay talks are underway for 2014/15 (1st August 2014)

Following the vote taken at the last branch meeting, UNISON, UNITE and GMB have submitted a pay claim for 3 spinal points for bands 100—500 along with an exemption in car parking charges for band 200 or those on equivalent wages.

The Pay talks follow the strike action earlier this year which were resolved when the University agreed to pay the equivalent of the national living wage for the next 2 years.

This means that the starting rate at the University will go up from £7.45 to £7.65 this August and to an **estimated £7.88** per hour in August 2015

**We have 2 meetings on pay set up in May and hope to have more**

### Reviewing the PDR Scheme

UNISON and UNITE are involved in an ongoing joint review of the PDR scheme. Some key facts have emerged so far illustrating the significant unfairness in how the scheme operates:

- ◇ Part time staff are significantly less likely to get an increment compared to full time staff
- ◇ The lower down the bands you go the less likely you are to get an increment, so the less you earn the lower your chances!
- ◇ No audit of the scheme has been carried out since it began
- ◇ Staff are not aware of their rights to see their scores or appeal against not getting an increment

**See Inside for more...**



### Branch Meeting

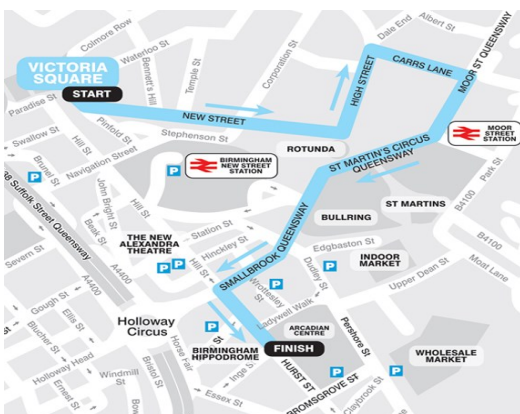
**G.37 Tuesday 3rd June**

#### Branch meeting agenda

- Pay update
- Reviewing the PDR Scheme
- LGBT Policies
- Branch hardship fund
- Motion on Greek Steel workers strike



**Birmingham Pride is a weekend long LGBT festival held annually in the Gay Village on Hurst Street, Birmingham, this year it is held over the Holiday Weekend - Saturday 24th and Sunday 25th May.**



It is uniquely the largest LGBT two day festival in the UK - and features a Carnival Parade through the city centre, plus the Main Pride Festival Site features the Nightingale Main Stage, dance arena, cabaret marquee, funfair, community village green, central market street and the friendliest street party. Birmingham Pride is a celebration of the city's diverse LGBT community and it offers a warm welcome to all.

# LGBT Round-Up

## University of Birmingham LGBT Policy review

We have recently written to the University HR department asking for a copy of their "Transitioning Policy" and their "LGBT staff working abroad policy". The University has told us, as the moment they are reviewing both areas, and will be getting back to us soon. We will be offering our help and support as UNISON is a leading force LGBT issues in the UK.

## The next Regional LGBT meeting will take place:-

**Date:** Wednesday, 21<sup>st</sup> May 2014

**Time:** 18:00

**Venue:** West Midlands Probation Office: 18-28 Lower Essex St, Birmingham, West Midlands B5 6SN

All welcome to attend, this coming meeting's agenda will cover Pride planning, conference motions and review of LGBT history month events.

## Birmingham Pride:-

**Saturday 24<sup>th</sup> May & Sunday 25<sup>th</sup> May (Parade starts from Victoria Square at midday on Saturday)**

**Member Help required!**

- The LGBT Self Organised Group takes part in the annual parade every year, and also has a stall on both Saturday and Sunday. All members are welcome to join us, we will be meeting in Victoria Square at 11.30, the stall will be open from 11am both days till about 3 (ish). We will also be taking along the our Brach banner and have been permission to take the regional banner too.

To staff our information stall on both days, we reply on members giving a hour of

## Did you know that UNISON have a wide range of self organised groups and forums tackling different issues?

UNISON have self organised groups for members who are:

- ◇ Women members
- ◇ Black members
- ◇ LGBT members
- ◇ Disabled members
- ◇ Young members
- ◇ Retired members

For information on any these groups and how to get involved contact any committee member.

There are also a number for forums, for example [International Forum](#) works to create links and solidarity around the world. The next meeting is on Thursday 29 May 2014, 10.30 am—12.30pm at UNISON Regional Centre on Livery Street. If you want to go please contact Matt Raine.

## Work Place Round up– 6 new reps

UNISON members are getting organised across campus. Following meetings with HAS management we will soon be sending out a special Cleaners bulletin updating you how discussion are going on a range of issues from a fair overtime policy to PDR's to suitable equipment and clothing. Watch out for special bulletins in your area.

## 6 New Reps

6 members are currently doing their reps training and will soon be taking up issues in their

## **PDR Scheme continued...**

Its also become clear that there is little consistency in how the scheme is carried out across the University and in all too many cases it is being badly implemented. The review itself is currently on hold whilst over 30 cleaners grievances are dealt with in relation to the PDR scheme and an unwarranted belief by some managers that cleaners 'couldn't go above and beyond' - as though cleaning toilets at 6am is above and beyond on its own.

## **JOINT Survey of PDR scheme**

UNISON and UNITE will be doing a joint survey of the PDR Scheme in June. The survey will be to aim to get your experiences of the scheme, good and bad, what barriers you face with it, particularly for part time staff, take up and issues of learning etc and what key changes you want to see.

We will be planning the survey at a meeting on Saturday 31st May in Birmingham City Centre. Please feel free to suggest questions or types of things you think the survey should cover before then, or if you would like to come to the meeting please contact Matt Raine



**Your Chance to Win a £25 M&S voucher**

**In what year did the Stonewall riots take place?**

**Email Abby Gulliver [abbygulliver978@btinternet.com](mailto:abbygulliver978@btinternet.com)**

**Prize will be drawn at the next Branch**

## **Library Services Update**

A meeting of Library Services members was held on Wednesday the 7<sup>th</sup> of May to discuss both University-wide issues and those affecting only Library Services staff. The meeting mainly focused on discussions regarding the best way to protect jobs and ensure fairness in the run up to the move to the New Main Library. It was agreed that the most important thing at this stage was to pressure management for more information regarding staffing and training issues, as well as to organise a programme of regular meetings between representatives and Library management.

The main worries members have at the moment revolve around the lack of information about the issues which concern them most, as well as the fact that subgroups dealing with staffing issues have yet to be set up, while those dealing with issues such as furniture and technology have. Your Unison representatives in Library services are committed to acting on these concerns, and have asked for a meeting with Library Services director Diane Job to raise them. They will also ensure that the deficit of information regarding the roles staff will occupy in the new building remains consistently on the agenda – raising it at all potential forums including all staff briefings and the Wellbeing group.

Aside from this the meeting provided a number of useful ideas to help with the recruitment of new members in Library Services. Many members remarked that the protection afforded by membership was possibly the key factor, especially in the run-up to a major change. The help representatives have provided to members in the past in relation to redeployment procedures and restructures was discussed. The fact that no member of Unison has faced compulsory redundancy in the last 8 years should be emphasised to all those staff who have yet to join.

If anyone has any questions or suggestions about the above, or if they would like advice about any other issue, please contact Library Services steward Michael Moore, via email on