



Talk in UNISON

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

October 2014

YOUR CHANCE TO REVIEW THE PDR SCHEME

JOINT UNISON AND UNITE SURVEY

Discussions with the University on the PDR scheme are expected to restart in late October after being put on hold for cleaners grievances to be heard.

We know members experience of the PDR scheme varies widely across the University. The review gives you a chance to get changes made to the PDR scheme. The views you give us will directly inform the positions we will take on the PDR scheme.

Should all staff automatically be given their scores?

Are there issues around training we need to take up?

Are part time staff disadvantaged?

**SHOULD STAFF BE ABLE TO PUT THEMSELVES
FORWARD FOR ONE OFF PAYMENTS?**

Should there be a performance reward scheme?

What would you like to see changed?

The survey only takes a few minutes to complete online at

Help us to build a stronger Union to win better conditions for us all

Recruit a Friend- every member who signs up a colleague gets a £10 'I love to shop voucher' that can be used in most Birmingham shops

UNISON ask for Guarantee's on jobs at the New Library

UNISON have asked guarantees on jobs for staff in Library services. With just 2 years to go until the new library is built UNISON want to see guarantee's given to staff that all of there jobs are secure.

Library management have committed to avoiding job losses but they have yet to gives us and their staff any concrete guarantee's. Library staff will be working hard over the next few years to make the move a success and UNISON believes it is far better they can focus on getting the job done rather than worrying about if they will have a job at the end of it. We are looking forward to meeting with Library management again to discuss this and other issues.

Updates on the branch website and UNISON Library bulletins

Keeping you updated

We send regular updates on email. If you don't currently get branch emails please email Lee on l.crutchley@bham.ac.uk - it can be a work or personal email

Working to improve your terms and conditions at

Birmingham University



Every month UNISON and the other trade unions meet with University management. Its our chance to raise concerns that you have brought to us or the University want to consult with us.

Here are some of the main issues we are currently discussing

Acting up and Secondments—Fair selection of staff

Earlier this year members raised concerns with us that staff were being appointed to act up on a higher grade but without any open and transparent recruitment to the roles. UNISON believe all secondments and acting up opportunity's should be advertised to all staff in the area's where the opportunity is. This both makes them fair to all staff and protects staff who are given the opportunity from any unfair criticism.

After a couple of meetings with management to discuss this it has now been agreed policies will be put in place and we will be discussing these with the University over the coming months.

Sick Pay

Support staff are currently allowed up to 6 months full pay. At the end of 6 months the University have the discretion to increase it but rarely if ever do. In contrast academic related staff automatically have there's extended on half pay. We have now been informed its only extended when someone is expected to die in the near future. We believe this is wrong and there are lots of reasons why it should be extended ranging from a serious disability to work place injury. Discussions with the University are ongoing on this.

Stress and Occupational Health

Guidelines agreed a few years ago on work related stress require everyone who phones in sick with stress to be referred to Occupational Health. This is for the benefit and protection of the individual member of staff. Unfortunately UNISON became aware that in some cases this was not happening or was being unreasonably delayed. After we brought this to the University attention they have agreed to overhaul their procedures to ensure everyone is referred.

If you are off with stress, depression or anxiety please get in touch with us- its never too soon to see if we can help in any way. Also see [Support Services](#) at the University that you can use

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



PDR Payments to staff in HAS - a welcome increase but still not equal

Many staff in HAS (Hospitality and Accommodation services) recently received one off payments from the PDR scheme. This is a welcome improvement following many years when they received far fewer rewards than they should have done. Unfortunately the payments were less than the PDR policy states should be the case.

We believe staff in HAS should be treated the same as staff elsewhere in the University and we are currently waiting for an explanation from the University.

Exit Interviews

We believe that all good employers want to gain feedback from staff who leave to see how they can improve and establish if staff turnover is too high in some area's or an indication of other underlying problems. We have recently raised this as an issue

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.

Security

Cleaners

After mass grievances were submitted earlier this we have agreed the following with the University:

- A draft overtime has now been agreed. This will now go to a cleaners meeting for approval (or not) before being implemented.
- Unconscious bias training will be rolled out to cleaning staff to deal with some of the diversity issues raised
- Revised PDR guidelines that make the scheme relevant to cleaner will also go to a cleaners meeting for approval

A new cleaners newsletter will be out soon



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Inside Story Headline



Caption describing picture or graphic.

This story can fit 150-200 words.

One benefit of using your newsletter as a promotional tool is that you can reuse content from other marketing materials, such as press releases, market studies, and reports.

While your main goal of distributing a newsletter might be to sell your product or service, the key to a successful newsletter is making it useful to your readers.

A great way to add useful

content to your newsletter is to develop and write your own articles, or include a calendar of upcoming events or a special offer that promotes a new product.

You can also research articles or find "filler" articles by accessing the World Wide Web. You can write about a variety of topics but try to keep your articles short.

Much of the content you put in your newsletter can also be used for your Web site. Microsoft Publisher offers a

simple way to convert your newsletter to a Web publication. So, when you're finished writing your newsletter, convert it to a Web site and post it.

"To catch the reader's attention, place an interesting sentence or quote from the story here."

Inside Story Headline

This story can fit 100-150 words.

The subject matter that appears in newsletters is virtually endless. You can include stories that focus on current technologies or innovations in your field.

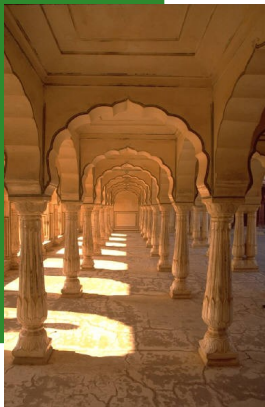
You may also want to note business or economic trends, or make predictions for your customers or clients.

If the newsletter is distributed internally, you might comment upon new procedures or improvements to the business. Sales figures or earnings will show how your business is growing.

Some newsletters include a column that is updated every issue, for instance, an advice column, a book review, a letter from the president, or an editorial. You can also

profile new employees or top customers or vendors.

Inside Story Headline



Caption describing picture or graphic.

This story can fit 75-125 words.

Selecting pictures or graphics is an important part of adding content to your newsletter.

Think about your article and ask yourself if the picture

supports or enhances the message you're trying to convey. Avoid selecting images that appear to be out of context.

Microsoft Publisher includes thousands of clip art images from which you can choose and import into your newsletter. There are also several

tools you can use to draw shapes and symbols.

Once you have chosen an image, place it close to the article. Be sure to place the caption of the image near the image.



APPLICATION FORM

UNIVERSITY OF BIRMINGHAM BRANCH

Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Miss <input type="checkbox"/> Mr <input type="checkbox"/> Other:					
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. <input type="checkbox"/> 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): <input type="checkbox"/> Direct Debit <input type="checkbox"/> Cheque I authorise deduction of the following Political Fund payment as part of my subscription: <input type="checkbox"/> Affiliated Political Fund <input type="checkbox"/> General Political Fund <input type="checkbox"/> 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 <u>not</u> 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	<input type="checkbox"/>
B	£38.48 - £96.16	£2001 - £5000	£0.81	£3.50	<input type="checkbox"/>
C	£96.17 - £153.84	£5001 - £8000	£1.22	£5.30	<input type="checkbox"/>
D	£153.85 - £211.53	£8001 - £11,000	£1.52	£6.60	<input type="checkbox"/>
E	£211.54 - £269.23	£11,001 - £14,000	£1.81	£7.85	<input type="checkbox"/>
F	£269.24 - £326.92	£14,001 - £17,000	£2.24	£9.70	<input type="checkbox"/>
G	£326.93 - £384.61	£17,001 - £20,000	£2.65	£11.50	<input type="checkbox"/>
H	£384.62 - £480.76	£20,001 - £25,000	£3.23	£14.00	<input type="checkbox"/>
I	£480.77 - £576.92	£25,001 - £30,000	£3.98	£17.25	<input type="checkbox"/>
J	£576.93 - £673.08	£30,000 - £35,000	£4.68	£20.30	<input type="checkbox"/>
K	£673.08 +	Over £35,000	£5.19	£22.50	<input type="checkbox"/>
Please tick the appropriate box to indicate how often you are paid: Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly <input type="checkbox"/>					
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. <input type="checkbox"/>					
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 <input type="checkbox"/>					
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 <input type="checkbox"/>					

Please return your completed form to:

Lee Crutchley c/o CELC, Ashley Building, University of Birmingham

UNISON SAYS BRITAIN NEEDS A PAY RISE

JOIN US
AT THE
TUC
MARCH
AND
RALLY

SATURDAY 18
OCTOBER

We're
WORTH
it

For Coach details for Birmingham
University UNISON branch please contact
Rory Shannon roryshannon@live.co.uk or
07527 724088
Branch members are only £5.