Shame on them

Over 1000 signatures collected already...........

On 7 April 2005 the UCL Estates Management Committee (EMC) decided to privatise the Refectory. (see list of EMC members on page 3) We have been informed that this decision was not taken lightly, the committee took 45 minutes to decide the fate of all the staff and the Refectory Service! UCL will appoint a private contractor at the end of April and the contract will begin on 31 July 2005 and will run for a period of 10 years. UNISON were not consulted about the process and up to this date have not received the business case, the in-house benchmark nor the minutes of the EMC. All of these are now the subject of a Freedom of Information Act request by UNISON. It is UNISON’s view that this was the wrong decision, that while other sectors are bringing privatised services back in-house after failed privatisations UCL has decided to go the other way. This is not in the interests of students or the staff in the Refectory. We have well founded fears not only about the service but also the well being of the Refectory staff many of whom are UNISON members. These members have asked the union to continue the campaign and we have pledged to do this. We believe we can win this campaign as there is a precedence by Glasgow Hospitals UNISON branch in very similar circumstances. We already have over 1000 signatures and will continue petitioning up to 31 July so keep collecting…. Details of the campaign are on page 2. .................

POSITIVELY PUBLIC
Save Our Refectory
SAVE OUR REFECTORY CAMPAIGN

“Food for Thought Not for Profit”

The campaign continues despite UCL making the decision to privatise. We believe that we can win this campaign and after some sustained petitioning over the past 2 weeks have already collected over 1000 signatures. Other UNISON branches have succeeded in similar circumstances. We are extending the petitioning deadline to 31.7.05. Thanks to all of you who have sent in petitions but we are asking you to send more. These are going to be a valuable tool when making the argument to management to reverse their decision as it will show the strength of feeling about this issue.

What you can do to help the campaign

Come to one of the Campaign Meetings which are every other Thursday 5-7pm.

<table>
<thead>
<tr>
<th>Date</th>
<th>Place</th>
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<tbody>
<tr>
<td>28 April</td>
<td>Council Room</td>
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<tr>
<td>12 May</td>
<td>Committee Room</td>
</tr>
<tr>
<td>26 May</td>
<td>Council Room</td>
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<tr>
<td>9 June</td>
<td>Council Room</td>
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<tr>
<td>23 June</td>
<td>Council Room</td>
</tr>
<tr>
<td>7 July</td>
<td>Council Room</td>
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</tbody>
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Petition

Pass the petition round your department or e-mail the on-line petition which is on the branch web site www.uclunison.org. Join the petitioning rota. We are petitioning outside the Lower Refectory every Tuesday and Thursday. To go on the rota e-mail unison@ucl.ac.uk or ring ext 46587

Letter Writing

Write to UCL management to express your concern and copy UCL UNISON into your letter:-
Guy Kershaw, Deputy Director of Estates & Facilities, UCL, g.kershaw@ucl.ac.uk
Richard Furter, Director of Estates & Facilities, UCL, r.furter@ucl.ac.uk
Malcolm Grant, The Provost and President, UCL, provost@ucl.ac.uk
UCL’s governing body, UCL Council c/o Mr Tim Perry, Secretary to Council, 5, Gower Street, UCL t.perry@ucl.ac.uk
“Food for Thought Not for Profit”

SHAME ON THEM

Below is the list of members of the Estates Management Committee (EMC). The EMC decided to privatise the Refectory on 7 April 2005. We do not know who was in attendance at that meeting as we have not seen the minutes which are currently the subject of a request under the Freedom of Information Act. If these people are in your department or you know them ask them and express your dissatisfaction as they are probably party to the decision made on your behalf, the Refectory staff and the students at UCL. They should be able to account for the decision of the EMC.

<table>
<thead>
<tr>
<th>Ex-Officio Position</th>
<th>Name</th>
<th>E-mail Address</th>
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<tbody>
<tr>
<td>President and Provost (Chair)</td>
<td>Professor Malcolm Grant</td>
<td><a href="mailto:provost@ucl.ac.uk">provost@ucl.ac.uk</a></td>
</tr>
<tr>
<td>Vice-Provosts</td>
<td>Professor Dave Delpy</td>
<td><a href="mailto:d.delpy@medphys.ucl.ac.uk">d.delpy@medphys.ucl.ac.uk</a></td>
</tr>
<tr>
<td></td>
<td>Professor Richard Frackowiak</td>
<td><a href="mailto:r.frackowiak@fil.ion.ucl.ac.uk">r.frackowiak@fil.ion.ucl.ac.uk</a></td>
</tr>
<tr>
<td></td>
<td>Ms Marilyn Gallyer</td>
<td><a href="mailto:m.gallyer@ucl.ac.uk">m.gallyer@ucl.ac.uk</a></td>
</tr>
<tr>
<td></td>
<td>Professor Michael Spyer</td>
<td><a href="mailto:m.spyer@medsch.ucl.ac.uk">m.spyer@medsch.ucl.ac.uk</a></td>
</tr>
<tr>
<td></td>
<td>Professor Michael Worton</td>
<td><a href="mailto:m.worton@ucl.ac.uk">m.worton@ucl.ac.uk</a></td>
</tr>
<tr>
<td>Director of Estates and Facilities</td>
<td>Mr Richard Furter</td>
<td><a href="mailto:r.furter@ucl.ac.uk">r.furter@ucl.ac.uk</a></td>
</tr>
<tr>
<td>Director of Finance</td>
<td>Mr Jack Foster</td>
<td><a href="mailto:j.foster@ucl.ac.uk">j.foster@ucl.ac.uk</a></td>
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</table>

Deans of Faculties:

<table>
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<tr>
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<tbody>
<tr>
<td>Arts and Humanities</td>
<td>Ms Jane Fenoulhet</td>
<td><a href="mailto:j.fenoulhet@ucl.ac.uk">j.fenoulhet@ucl.ac.uk</a></td>
</tr>
<tr>
<td>Built Environment</td>
<td>Professor Christine Hawley</td>
<td><a href="mailto:c.hawley@ucl.ac.uk">c.hawley@ucl.ac.uk</a></td>
</tr>
<tr>
<td>Clinical Sciences</td>
<td>Professor Leon Fine</td>
<td><a href="mailto:l.fine@ucl.ac.uk">l.fine@ucl.ac.uk</a></td>
</tr>
<tr>
<td>Engineering Sciences</td>
<td>Professor Chris Pitt</td>
<td><a href="mailto:c.pitt@ee.ucl.ac.uk">c.pitt@ee.ucl.ac.uk</a></td>
</tr>
<tr>
<td>Laws</td>
<td>Professor Michael Bridge</td>
<td><a href="mailto:m.bridge@ucl.ac.uk">m.bridge@ucl.ac.uk</a></td>
</tr>
<tr>
<td>Life Sciences (Biological and Medical)</td>
<td>Professor Peter Mobbs</td>
<td><a href="mailto:p.mobbs@ucl.ac.uk">p.mobbs@ucl.ac.uk</a></td>
</tr>
<tr>
<td>Mathematical and Physical Sciences</td>
<td>Professor Fred Pearce</td>
<td><a href="mailto:f.l.pearce@ucl.ac.uk">f.l.pearce@ucl.ac.uk</a></td>
</tr>
<tr>
<td>Social and Historical Sciences</td>
<td>Professor Ray Harris</td>
<td><a href="mailto:ray.harris@geog.ucl.ac.uk">ray.harris@geog.ucl.ac.uk</a></td>
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Customer Concerns

The entire service will be out of UCL control and will be tailored to meet the demands of private profit and not the wishes and requirements of college staff and students. UCL will have no control over price or quality of the food and services offered. This is particularly important for students managing on a low budget, especially those who also live in students residences where some of the catering will be transferred to the private company. UCL has refuted this and stated that there will be some contract management, but have not provided details of how this will work.

UCL has spent thousands of pounds on a consultant as part of the review process. This money could have gone towards building an in-house management team and the refurbishments required to bring the facilities up-to-date.

The private contractor who make the successful bid for providing catering services will be given a 10-year contract in the first instance with a 6-month termination clause. This means that whatever the services provided, UCL will be stuck with the same contractor unless it is prepared to incur the penalty of breaking the contract.

UCL seems to be a late arrival at the ‘private sector is best’ ball – so late, in fact, that some of the earlier guests are already leaving. Cleaning services provided by the private sector, once lauded for their money saving potential for the NHS, are being abandoned following increases in deaths from hospital-acquired infections. Railtrack has been brought back under public sector management. Despite the numerous examples of poor management, delivery and accountability, UCL presses on with creeping privatisation in the Security department, the porters, domestic services and maintenance. Academic and academic-related staff may think this is not their concern, but there are now many professionals, including in the HE sector, who never imagined they would end up working for a sub-contractor or an agency.

Hands OFF OUR REFECTORY
On the 7th of April 2005, UCL decided at an Estates Management Committee (EMC) meeting to privatise the UCL Refectory on the main campus. The members of the EMC include the Provost, Deans and representatives from Estates & Facilities. This decision was therefore made at the highest levels of the college. UCL will appoint a contractor at the end of April 2005, and the contract will run from the 31st of July. From that date, all Refectory staff will lose their contracts with UCL and will either be transferred to the private company or will have to resign from their positions.

Background & the Privatisation

Until 1996, all Refectory services were provided in-house by UCL staff. In 1996, management of the Refectory was put out to tender and an 'executive leasing' contract was won by a large, private provider of catering services – Sodexho. This move was fiercely opposed by UNISON, the trade union representing the majority of staff in the Refectory. The reason given for this partial privatisation at the time was that the Refectory was losing money – bringing in Sodexho to manage the staff and services was supposed to rectify this situation. The venture proved to be a disaster: casualisation increased, staff were unhappy with the new management, the Refectory continued to lose money and had to be subsidised to a significant level by the college. Drunk with the 'success' of this initial venture into the private sector, UCL has decided to tender all Refectory services and are currently seeking bids from private contractors, including Sodexho. It is interesting to contemplate why Sodexho would even be interested in tendering for a service that under their management was such a loss-making concern.

As when the management function was contracted out in 1996, there has been little meaningful consultation with UNISON and Refectory staff. UNISON were not consulted about the process and have had to take a request under the Freedom of Information Act about such things as the in-house benchmark, the business case for privatisation and minutes of the meeting that made the decision.

When the sale to the private contractor goes through, all existing UCL staff who work in the Refectory will be transferred to the private contractor under the Transfer of Undertakings and Protection of Employment (TUPE) regulations. The provisions in this legislation mean that staff will transfer on their existing terms and conditions. The length of time that TUPE applies will be one of the terms negotiated during the process. However, if a member of staff has a contract with a one-month notice period, there is nothing to stop the new employer giving him or her one-month’s notice from their last day of work.

Staff Concerns

In addition to being concerned about their level of protection under TUPE, staff are also concerned that they will no longer have a guaranteed worksite. For example, a large company (such as Sodexho) may wish to move staff to work in any of the different locations in which they currently have contracts. UCL have given assurances that this will not be the case, but they will not be running the show!

Many of the most vulnerable staff in the Refectory are members of UNISON. They wish to continue to be part of the UCL UNISON branch and want UCL UNISON to be recognised as their legitimate negotiator for terms, conditions and casework. A number of the big private contractors in the catering sector have a very bad reputation when it comes to union recognition. In 1999, the Hotel Employees and Restaurant Employees International Union obtained a copy of a ‘Union Avoidance Manual’ used by Sodexho managers and bearing the Sodexho logo. The manual gives advice on anti-union strategies including how to prevent workers from distributing union literature, how to hold captive meetings where managers denounce unions and how to prevent union organisers from gaining access to workers.

UCL provides a number of advantages for staff in the shape of basic skills courses and English as a foreign language, which is especially important for staff who do not have English as their mother tongue. It is unlikely that these benefits will be part of the TUPE transfer package.

Very few, if any, of the major private contractors providing catering services have terms and conditions that are as good as those at UCL. For example, pension schemes are usually not as good as the occupational schemes enjoyed at UCL, although the private contractor does have an obligation to provide a ‘comparable’ scheme. Once the service has been transferred to a private contractor, new staff will not be on the same terms and conditions as ex-UCL staff. This creates a two-tier workforce and increases the fear of job loss among staff with more expensive terms and conditions.
UCL decided to privatise the Refectory at an Estates Management Committee meeting on 7 April 2005. UCL will appoint a private contractor at the end of April with the new contract beginning from 31 July 2005 for a period of 10 years. This means that Refectory staff will lose their contracts with UCL and will either be transferred to the private company or made to resign. Services provided by the Refectory would be run for the benefit of private shareholders and not for the benefit of the UCL community.

As members of the UCL community, we the undersigned, request that UCL keep all Refectory services in house. We also request that management of the Refectory, currently outsourced to the private contractor, Sodexho, be brought back in house. If there is profit to be made from the Refectory it should accrue to UCL.

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<th>Name</th>
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Details of the campaign are on the UCL UNISON branch website [www.uclunison.org](http://www.uclunison.org). For more information contact UCL UNISON Branch on ext 46587 unison@ucl.ac.uk. Supported by UCLAUT. Send completed petitions to UCL UNISON, Gower St, LONDON WC1E 6BT.
1. Your PERSONAL DETAILS

Please tick box below

Mrs  Ms  Miss  Mr  Other

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

☐ Please tick if you require materials in a different format (e.g., 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

Contact tel/voice/text/email

2. Your EMPLOYMENT DETAILS

Employer’s name
Your job title/occupation
Department/section
Workplace name and address
Postcode
Payroll number (from your payslip)

3. YOUR AUTHORISATION

If you have been a member of a trade union before, please state which one:

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 payment so you do not pay any more by being in one of the funds.

☐ Please tick if you require materials in a different format (e.g., large print or Braille) - Be sure to supply contact details below

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: ........................................

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.

Please tick the appropriate box for your earnings before deductions.

YOUR SUBSCRIPTION - WHAT YOU PAY

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

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 ☐

5. YOUR AUTHORISATION

Now please sign and date below.

Signature ............................................ Date.....................
### Element

<table>
<thead>
<tr>
<th>UNISON position</th>
<th>AUT/amicus position</th>
<th>UCL’s position</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Market Pay</strong></td>
<td>Support a Market Pay Policy</td>
<td>Support a Market Pay Policy</td>
</tr>
<tr>
<td><strong>Grading Structure</strong></td>
<td>Uplift of bottom grades so as to tackle the low pay areas in manual and clerical sections. Grades should be of equal length with equality of progression and MOU compliant.</td>
<td>Amicus have similar positions to UNISON. AUT have not negotiated. MOU compliance is going to be an issue as the two parties have different views on how it should be achieved.</td>
</tr>
<tr>
<td><strong>Harmonisation</strong></td>
<td>35 hours week and 30 days holiday, Harmonisation of other terms including Maternity Pay, Sick Pay. Also harmonisation of overtime, notice periods, call-out charges, shift allowances and arrangements for time off in lieu (TOIL) and rest leave arrangements.</td>
<td>UCL have put forward a proposal of 2 years for red circled staff and 4 years for green circled staff with ring fencing for red circled staff who want to apply for other jobs at UCL. Stated its opposition to any back pay element for green circled staff.</td>
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<tr>
<td><strong>Assimilation</strong></td>
<td>UNISON have advised its negotiator to retain their position. It may not be viable to give a back pay element for red circled staff. They also made representation that assimilation should include a back pay element for green circled staff.</td>
<td>AUT and amicus have restated their position for red circled staff. They are concerned about any back pay elements implying assimilation should be included to back pay scheme.</td>
</tr>
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</table>

### As the job evaluation exercise is nearing a close, the negotiations on the implementation are now accelerating with weekly negotiating meetings. Progress and the respective positions are outlined below:-

<table>
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<td><strong>Market Pay</strong></td>
<td>UNISON position is not negotiable on this element. However this decision was late in the process and negotiations had already advanced considerably.</td>
<td>Support a Market Pay Policy but one which is tightly defined and evidenced based.</td>
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<td><strong>Grading Structure</strong></td>
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### Comment

The development of the grading structure will depend largely on the data received in the job evaluation process. There are moves to project the existing data and develop a grading structure. This was an issue in previous negotiations as the data was not available. The development of the grading structure will be included in the total package. UNISON is resisting this on the basis that any projection could foster inaccuracies in the final grading structure. These part of the negotiations are going to be most difficult because the implementation of pay is a key issue for UNISON. While appreciating the cost neutrality of the proposal, AUT is concerned about the potential effect it would have on the total budget. UNISON put forward a compromise at the last meeting which would be a one year back pay for red circled staff for green circled staff. These discussions will be fed back to the Steering Group.

### Progress on this issue has been slow because of conflicting legal advice coming from the other unions. The issue of back pay is key for UNISON. While appreciating the cost neutrality of the proposal, AUT is concerned about the potential effect it would have on the total budget.
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<tbody>
<tr>
<td><strong>Red Circles</strong></td>
<td>UNISON support any proposals that are going to help and support those staff that are going to be red circled including provision of training and developmental opportunities. This is also why UNISON welcomes UCL's proposal for ring fencing.</td>
<td>Same as UNISON</td>
<td>UCL have also stated that they are going to red circle staff who are going to be affected by the process.</td>
<td>Progress is steady on these discussions. UNISON proposed developing an information booklet for staff when they receive their letter informing them of their new salary and grade which is currently in developmental phase.</td>
</tr>
<tr>
<td><strong>Transparency Issues</strong></td>
<td>UNISON support any proposals to allow transparency of the process.</td>
<td>AUT and amicus have a position that there are certain outstanding transparency issues, these include publication of the Guidance for Role Analysts (this is something amicus is less worried about), publication of scores when role holder informed of new grade and salary and publication of new grading structure before the job evaluation process is complete.</td>
<td>UCL do not agree with publicising the questionnaire for role analysts and have already stated that the score will be part of the overall information provided to the role holder. At this point it is unclear whether UCL agree to start developing grading structure now.</td>
<td>UNISON support the idea of publicising the score and where that score will be within the grade. However, they have reservations, as the AUT specifically have an agenda to have their academic related staff graded using job profiles.</td>
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<td><strong>Job Profiles for Academic staff</strong></td>
<td>UNISON does not support using job profiles for academic staff but recognises that this is part of the framework agreement and that academic staff should be treated in the same way as all other staff – i.e. they should have to fill in a JDO.</td>
<td>AUT and amicus support the use of profiles for academic staff. AUT also want them used for Academic Related staff which UNISON and amicus have opposed throughout the process. Amicus support the current process where academic jobs are graded and will inform the role holder of the grading. UNISON support the idea that the process should be transparent and UCL agree with the sentiment of the unions position and have already stated that monies will be available for the training aspect of this support.</td>
<td>UCL support the use of job profiles for academic staff. Work is current on progress of red circles for job profiles.</td>
<td>UNISON does not support the use of job profiles for academic staff, using job profiles for staff who are going to be red circled raises questions about the credibility of the whole process and the data collected. Amicus have also put forward a position that profiles be used for post job evaluation which could be problematic for staff as the post job information will be used for individual grades.</td>
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**Comment**

UNISON position | AUT/amicus position | UCL's position | Progress |
|----------------|---------------------|---------------|----------|

UNISON does not support the use of job profiles for academic staff, using job profiles for staff who are going to be red circled raises questions about the credibility of the whole process and the data collected. Amicus have also put forward a position that profiles be used for post job evaluation which could be problematic for staff as the post job information will be used for individual grades. Work is current on progress of red circles for job profiles. Arrangements for red circled staff when needed will be made in the overall package.
Report from UNISON Joint Consultative Meeting (JCC) on 21 April 2005

As you know UNISON have a regular consultative meeting with UCL to discuss and make representation to UCL on a wide range of issues. A summary of these discussions/representations can be found below along with what we agreed. Present at the meeting were Wendy Biggin (Chair UNISON), Sarah Allemudder (Equalities Officer UNISON), Oliver Thomas (Black Members Group UNISON), Tom Silverlock (Branch Secretary UNISON), Sarah Brant (Director of Human Resources (HR)) Tom Reilly (Asst Director of HR), Neil Henderson (Asst Director of HR) and Sarah Pennycard (HR Admin)

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<thead>
<tr>
<th>Issue</th>
<th>UNISON representation</th>
<th>UCL response</th>
<th>Action</th>
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<tr>
<td>Sickness Absence Policy</td>
<td>UNISON highlighted the fact that UCL had not yet done a review of the policy and expressed some concern of our perception that the policy was being implemented inconsistently over the different staff groups</td>
<td>UCL acknowledged that they had not been able to review the policy as soon as they would have liked and promised to undertake this by October this year</td>
<td>Neil Henderson (HR) to complete this review by Oct 2005</td>
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<td>Data Protection</td>
<td>UNISON expressed some concern that its members were having to go to the Data Protection Officer to make requests for things like HR notes of hearing</td>
<td>UCL acknowledged that this was not good practice and agreed that part of the duties of HR was to provide written notes of formal meetings. These would be provided on request without having to go through the data protection officer in future.</td>
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<td>Statistics on Disciplinary, Grievance, Capability and Probation</td>
<td>UNISON questioned some of the conclusions arising from these stats which seemed to conclude that there were not issues of unfavourable treatment for certain staff where it is possible the opposite conclusion could be drawn</td>
<td>UCL assured UNISON that no conclusions had yet been reached and all explanations for the patterns arising out of the stats would be investigated</td>
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<td>Time-Off for Domestic Violence</td>
<td>UNISON raised a concern that managers were not necessarily aware of issues relating to Domestic Violence and how these would be dealt with sympathetically in the workplace e.g. in terms of granting Special Leave. UNISON wanted a specific policy on this issue with dedicated training for managers</td>
<td>UCL appreciated UNISON’s concern but did not feel this warranted a specific training course or policy. However UCL agreed to look at possibly including a form of wording in current policies and investigating the possibility of incorporating it within existing training for managers</td>
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<td>Communication to manual staff</td>
<td>UNISON expressed some concern that manual staff were not being informed about policy &amp; other changes in the same way as staff who have ready access to e-mail and the internet. UNISON proposed that guidelines be developed for managers to assist them in this communication exercise. There was also concern raised as to the non-attendance of manual staff to induction sessions</td>
<td>UCL felt that there were good systems currently in place but would appreciate any suggestions on how these could be improved</td>
<td>UNISON to send draft proposal</td>
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<tr>
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<td>Representation of support staff on College Council</td>
<td>UNISON reiterated their wish to have support staff represented on College Council as recognition of the important role that support staff play. UNISON also informed UCL of a changed position which is not an insistence of union representation but instead an elected representative from one of the support staff.</td>
<td>UCL restated the position that this was not supported especially as the make-up of Council had recently been reduced but would discuss this with other senior managers and feedback to UNISON.</td>
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<td>Privatisation. In-house Private</td>
<td>UNISON again stated its concern about privatisations that were taking place at UCL. Business cases were not being fed back to UNISON. Concern was expressed about Refectory and domestics (see article at bottom of page)</td>
<td>UCL reiterated its position that there was not an ideological preference for privatisation but instead individual departments and services which would need to make business decisions which would depend on the particular circumstances.</td>
<td>UCL to go back to Domestic to find out why so many building s were going out to private contractors</td>
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<td>Developing relationships post Pay Framework Agreement</td>
<td>UNISON expressed its commitment to implementing the Pay Framework Agreement and noted the more positive relationships that had been developed while working with the employer on this project. UNISON expressed a wish to keep this developing these relationships post PFA</td>
<td>UCL agreed with this sentiment</td>
<td>All parties to consider this for full discussion at next JCC</td>
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<tr>
<td>Social/Sports day for staff</td>
<td>UNISON proposed a social/sports day for all staff at UCL with the aim developing relationships with staff and departments throughout UCL and formalising many of the informal networks that currently exist</td>
<td>UCL agreed with the sentiment of this and would look at different some practical ways to progress this. One suggestion made at the meeting was combining such an event with the launch of the new logo and “visual identity” in August.</td>
<td>UCL to go back and discuss with other members of senior management team</td>
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**Positively Public: Domestics—Privatisation by the Back Door**

In the Domestics Dept, most jobs have gone to the contractors. At a recent meeting, UCL staff were told by management that their work was just as good—and at times better—than the agency staff. They were also told that regarding cost effectiveness, UCL staff and agency staff fare about the same. Even though this is the case, all the cleaning services for new UCL buildings now go straight to private contractors. Also, UCL does not appear to be recruiting any new permanent staff in the Domestics dept and the number of staff has dropped from over 350 to 165 in recent years. UCL UNISON raised this at a recent consultation JCC meeting and hope to get an explanation in the near future.
Marigold Nunes:
The conference opened with a speech from UNISON’s General Secretary Dave Prentis. He said that UNISON, would be pushing the government to introduce a minimum wage of £6.50 per hour which would be living wage allowing employment with out the need for top ups via benefits. Women are still lower paid than men and a gender pay gap of 19% still exists. He said private contractors in hospitals would have to go. Half of the cleaning jobs have been lost since introduction and increasing incident of ‘super bugs’ has occurred. Dave explained that one of his first jobs was as a cleaner and odd jobs person. He said we must put the BNP back in the gutter. UNISON will oppose any ban on asylum seekers. He said the lack of diversity in the racial mix of UNISON full time officers needed to be addressed. The report on Government quangos highlighted the lack of race diversity and showed that they are populated by white men. Dave said that he will tell Tony Blair that we will not allow pension schemes to be decimated. Dave said the reason why people don’t join the union is because they are never asked.

During conference the question of tackling racism in the work place was one of the questions given consideration. One of the views was that tackling racism at branch level was given a low priority. One delegate felt that some BME people did not fill in racial monitoring forms for fear of discrimination. It was suggested that the reason for the monitoring should be made clear to encourage participation. The view was expressed by one delegate that UNISON does not have complete data for its own racial monitoring. Another view was expressed that instead of fighting racism on an individual basis it should be fought collectively.

One delegate from Oldham expressed concern that citizenships panels had been introduced by the government as a penalty for the racial disturbances in Oldham.

When analysing policies in general and at the work place one delegate felt that it was important to ask the question ‘who does this benefit’ in order to know how to respond to it.

It was felt by one delegate that the human race not race should be our number one priority.

The conference was fortunate to receive and address from a former member of the post apartheid government of South Africa.

Stephanie Smith
UCL UNISON BMG sent 4 delegates to the conference this year (Myself, Patricia Johnson, Marigold Nunes and Oliver Thomas).

The conference was held over the weekend, from Friday to Sunday at the Sage centre in Newcastle upon Tyne. It was my first time visiting the Sage centre and I thought the building was quite impressive. The hotel where we stayed was situated within 5 minutes walk of the Sage centre.

Dave Prentis opened the first day of conference. He talked about pushing the minimum wage to £9 per hour. He also talked about private contractors and the health services and the lack of training which lead to poor cleaning in hospitals. Mr Prentis wanted decent pay, better work services and better conditions for workers. He wanted to see services and the workforce back in house.

Mr Prentis called for all to fight racism and stamp out the far right groups and the BNP, throwing them in the gutter. He welcomed the Northern Ireland members and talked about racism in Northern Ireland and Derry and politicians such as Michael Howard and playing the racist card. Mr Prentis reported that Black and Asian workers earned over £7000 less than other workers.

Over 10% of local government workers die between 61-63 years old. Mr Prentis advised that the pension age will increase from 60 to 65 years for local government workers as of April 2005 and that there were no consultation with the unions.

UNISON will be balloting members as of February, with the 1st stage of action in March. UNISON is talking with other unions such as the AUT etc. Mr Prentis said that pension age will increase in local government this year, and before you realise it would be in health next year.

On the Sunday we had a speaker from the Commission for Racial Equality (CRE) who talked about employment tribunals and relating mainly to 3 areas; The Midlands, The North and London.
The speaker talked about awards made against local authorities and claimed that they represented 122 complaints in 2001, 137 complaints in 2002 and 37 complaints in 2003. This picture of complaints was spread across the UK. 20% of the CRE’s annual budget was used in these types of cases and this figure included staffing costs. Their annual budget is £20 million.

It was reported that 70% of workers do not have access to trade union support and that a lot of organisations are not unionised ie. hotel workers. Most of these people are of an ethnic minority.

Also it has been claimed that there was call for an increase of black MPs. There are a total of 5 black MPs to date.

Another speaker spoke about citizenship tests and said that the BNP should be asked to do it first and the Queen and her family should swear by oath. The speaker also spoke about ID cards and wondered what the information would be used for as the police already knew the criminals. When talking about integration and who needs to integrate.

When asked, 1 in 4 white people would not want to live next door to a black person. As long as you are black, you would always be a stranger attended a workshop on tackling racism in the workplace. The workshop was led by a UNISON National officer. Members at this workshop were very disappointed with the person who led the group as members felt that it was inappropriate for it to be lead by a non-ethnic minority person. Also when addressing the meeting the officer was very aggressive and did not have a clue as to what ethnic minority members were feeling the workshop the group discussed whether UNISON should change their solicitors as 93% of race discrimination cases failed in that year.

One of the motions heard at conference, was relating to when BMG conference should take place; whether it should revert to November or move to February.

It was mentioned that if the conference was held in February, the motions would stand a better chance of being heard at national conference. Although, some people were not happy with this as holding conference in February would clash with the Women’s conference, making it difficult for members to attend both conferences. The result of the vote showed that the majority of people preferred for the conference to be held in February.

Our branch only received the papers for submitting motions days before the deadline, so were not able to submit a motion. This was probably the case for many branches as there were not many motion submitted by branches.

I felt that the stalls that were set up at the conference were quite poor. There was not anything that was worth bringing back to the branch.

Although I was disappointed by the organisation of conference this year, I still think that it is important that members go along to conference as conference gives the opportunity for members to meet other workers from other branches throughout the country and share any experiences and concerns.

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**UCL UNISON Black Member’s Group**

The UNISON Black Members Group (BMG) was set up in 1998 with its main purpose to address the needs of ethnic minority members of staff within UCL. The group intend to achieve this through their aims and objectives.

The BMG meets on the last Wednesday of each month between 1 and 2pm. Any UNISON member who is of an ethnic minority may attend the meetings. Non UNISON ethnic minority members are also welcomed to attend the meetings in order to find out what the group is about and what could be offered to them. The meetings are informal and open to any discussions.

From time to time the group also holds social functions in order to promote good interaction within the group outside of the working environment. For further details and information on the next meeting, please contact Stephanie Smith on ext 45621.
Caterpillar Action

-by Catherine Conroy

War on Want are running a campaign of letters and demonstrations against the heavy duty equipment manufacturers Caterpillar. If you go to the Caterpillar website:

http://www.cat.com/cda/layout?m=38044&x=7

you will find that Caterpillar Inc have this to say about corporate responsibility:

"Caterpillar's reputation for making a difference in the world is something we are proud of as a company—and as individuals. Whether it’s caring for the safety of our fellow employees, improving the communities in which we live and work, or sustaining the environment we all share, Caterpillar people are fully committed to and engaged in good corporate citizenship. We are doing well by 'doing good' all around the world." - Jim Owens, Chairman & CEO

Funnily enough, Caterpillar seem to square this laudable sense of responsibility with supplying the Israeli military with armoured bulldozers. Caterpillar equipment is bought specifically by the Israeli Army to destroy Palestinian homes in illegally occupied territories (as condemned by the UN), and at the same time used to build the dividing wall between Israeli and Palestinian territories.

If you would like to participate in the campaign either by demonstrating or sending letters of protest, please check the War on Want campaign website:

http://www.catdestroyshomes.org/

Even though we have missed the boat for April’s day of action, keep checking for future dates and remember that you can make a difference.

Thank you

One Day Women’s Seminar

The Regional Women’s Committee are holding a one day Seminar for female UNISON members.

The Seminar will include workshops on subjects such as abortion, women and pensions, etc. and is completely free to members.

It is expected the Seminar will run on the first Saturday in July—venue to be confirmed...

Interested? Then contact Wendy Biggin on ext 46587 (voicemail) or email unison@ucl.ac.uk

UCL UNISON
Women Members Group (WMG)

The WMG has now been running in its current format for almost 3 years; the group has shown itself as a powerful and effective resource for raising all issues relating to sex discrimination, sexual and gender harassment, and gynaephobia within UCL, the trade union movement, and society in general. The group meets every 2nd Wednesday of the month; all women members are invited to come along and raise issues of importance to them.

NEXT MEETING: Weds 11th May, 1-2pm

For further information; Please contact Wendy Biggin on ext 09454(am)/37091 (pm)
FIGHTING BACK WITH FOOD FOR THOUGHT

URBAN GUERRILLA BAKERS—challenging injustice with food for thought. Tired with the same old negative protest of the left, entrenched in outmoded views of what socialism is, UGB explores a new, inclusive way of protest that refuses to ignore the link between profit motives, wars, arms sales, spiralling Third World Debt and unfair trade.

Too often the Left ignores broader issues fobbing these off with the time-worn “the end of capitalism by workers’ revolution is the only solution” without providing a positive way forward and ignoring the fact that ‘workers’ aren’t the only people in society. Clearly, social injustice will only end with the end of an unjust system based on production for private profit but, in the here and now there are many ways we can address these issues.

URBAN GUERRILLA BAKING celebrates what we can be doing now and highlights the unfair trade at the root of poverty as western governments and businesses safeguard their interests through unfair trade and loans. UGB uses only the finest produce selected where using Fair Trade and organic ingredients or the best possible alternatives.

Enjoy URBAN GUERRILLA BAKING—challenging unfair Trade, Third World Poverty and production for profit: by ending these, one day everyone will have the opportunity to enjoy food for fun not just for subsistence. End private property! End production for profit! UGB: Karma free cakes. UGB: non-profit making food with a social conscience!

Bringing you treats down on the street, assaulting your tastebuds with something sweet.

Sweet to the sweet

Bakers

Guerrilla

Using the piping tool not to make muffins not war!
If you have any news or views you would like to see in **UNI news**, send them to: unison@ucl.ac.uk

**Deadline for next issue: May 20th 2005**

**This newsletter is published by UCL UNISON**

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**WHO’S WHO IN UCL UNISON BRANCH**

**Branch Officer Posts:**

- **Black Members Officer** (VACANT) unison@ucl.ac.uk
- **Chair** Wendy Biggin w.biggin@ucl.ac.uk
- **Communications Officer** (VACANT) unison@ucl.ac.uk
- **Disabilities officer** (VACANT) unison@ucl.ac.uk
- **Education officer** Cristina Gardini g.cardini@ucl.ac.uk
- **Entertainments** Alex Molade unison@ucl.ac.uk
- **Equalities** Sarah Alleemudder s.alleemudder@ucl.ac.uk
- **Health and safety** Sam Attack s.attack@ucl.ac.uk
- **International (joint)** Joan Brennan unison@ucl.ac.uk
- **International [joint]** Anne Johnson unison@ucl.ac.uk
- **International (Joint)** Colum Me Dermott columnedermott@hotmail.com
- **Manual Staff Coordinator Cleveland Davies** unison@ucl.ac.uk
- **Membership** Stephanie Smith s.smith@public-health.ucl.ac.uk
- **Minutes** Andre Burbidge andre.burbidge@lshtm.ac.uk
- **Lesbian, Gay and Transgender** (VACANT) unison@ucl.ac.uk
- **Retired members officer** (VACANT) unison@ucl.ac.uk
- **Recruitment Officer** Alex Molade unison@ucl.ac.uk
- **Secretary** Tom Silverlock t.silverlock@ucl.ac.uk
- **Treasurer** Andre Burbidge see above
- **Vice-chair** (VACANT)
- **Welfare (joint)** Wendy Biggin see above
- **Welfare (joint)** Keen Brown see above
- **Women Members (joint)** Wendy Biggin see above
- **Women Members (joint)** Marcela Wanasen unison@ucl.ac.uk
- **Young person’s** (VACANT)

**Shop Stewards**

- **Library Service** Wendy Biggin see above
- **LSHTM** Andre Burbidge see above

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**Porters** Rob Connell r.connell@ucl.ac.uk

**Student Residences** Kenn Brown see above

**Security**

- **Isaac Aresa** unison@ucl.ac.uk
- **Khalid Inayat** unison@ucl.ac.uk

**Refectory**

- **Mary Guidera** unison@ucl.ac.uk

**ICH Porters**

- **Ivan Beckett** unison@ucl.ac.uk

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**Workplace reps**

- **HCS** Sarah Alleemudder see previous column

**Safety Reps**

- **Civil Engineering** Marie Parker m.parker@ucl.ac.uk
- **Library Services** Bill Martin bill.martin@ucl.ac.uk
- **Estates and Facilities** Tom Silverlock see previous column
- **HCS** Sarah Alleemudder see previous column
- **Residences** Sam Atack see previous column
- **Residences** Colum McDermott see previous column

**Acredited Learning Reps**

- **HCS** Sarah Alleemudder see previous column
- **Wendy Biggin** see previous column

**Delegates to Committee for Equal Opprtunities**

- **Sarah Alleemudder** see previous column

**Health & Safety Co-ordinator**

- **Sam Atack** See previous column

**HERA Reps**

Sarah Alleemudder, Andre Burbidge, Hazel Crossley, Jane Ferrie, Wendy Biggin, Maria Cotera, Marie Parker, Bill Savill, Rob Connell, Sean Lewis

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**If you have any news or views you would like to see in **UNI news**, send them to:**

unison@ucl.ac.uk

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**Deadline for next issue: May 20th 2005**

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**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 6587 (internal extension 46587) 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