



August 2006 Newsletter of UCL UNISON incorporating London School of Hygiene and Royal Veterinary College

The only news worth reading, from UCL UNISON —Your friend in the workplace

Members Accept Higher Education Pay Deal

UNISON members in higher education have overwhelmingly said Yes to a deal which will see the wages of the lowest paid rise by 15.5%.

A ballot of members working in universities saw 95% vote for the three-year pay deal which will also a new minimum wage of £6.60 an hour by February 2008, the union announced today.

"We welcome the endorsement of this pay deal," said the union's national secretary for education Christina McAnea. "It is a good deal for our members and an important step in addressing the problem of low pay in the sector."

Under the deal, staff earning more than £17,000. will receive an increase of 13.12% over three years. For staff earning less than that, the deal will be worth up to 15.5% over three years.

UNISON represents 50,000 members of staff working in higher education. These include technicians, administrators, librarians, porters, cleaning and catering assistants.

"The deal also commits institutions to demonstrating that they will implement the Framework Agreement in line with equal pay guidelines," noted Ms McAnea.

"Some institutions believe they can do deals that merely maintain the status quo and pay lip service to the need for fair and equitable pay structures. UNISON will be challenging any deals that undermine equal pay or are based on elitist assumptions about the value of the roles done in universities."

At UCL, this means the minimum wage on 1 August 2006 will be £14690 (including London Weighting) at an hourly rate of £6.42

For more information

on the pay offer

see pages 2 & 3

NEXT BRANCH MEETING

**Wednesday ,
August 2nd
1-2.00pm,**

Council Room

Please send agenda items by 2pm on Monday 31st July.

Send items to:

Wendy Biggin
UNISON Office
Room G06
51 Gordon Square
LONDON WC1H 0PN

Or by email:

unison@ucl.ac.uk



1. AGREED PAY INCREASES

Pay rates for non-clinical staff covered by HE national agreements will be increased as follows:

August 2006	greater of 3% or £515
February 2007	1%
August 2007	3%
May 2008	greater of 3% or £420
October 2008	greater of 2½% or RPI (as at September 2008).

If an HEI is in serious financial difficulty it may defer implementation of any of the above increases by up to 11 months in order to minimise job losses.

2. REVIEWS OF JNCHES AND OF HE FINANCIAL AND PAY DATA

Negotiations this year have been complicated because the JNCHES machinery has not worked wholly effectively, and by differences between the parties on the funds available for pay increases and on trends in the relative earnings of HE staff. The unions and employers therefore agree that JNCHES should jointly commission a review with an agreed independent chair, union and employer representatives working in partnership and the potential for other independent inputs, to facilitate and inform future negotiations.

This review will establish commonly accepted data on:

A. universities' and HE colleges' income and expenditure in 2006-07 and 2007-08, and forecasts for 2008-09 and later years (taking account of the Government's and devolved administrations' post-CSR plans for grant and tuition fees in those years, and the diversity in HEIs' finances);

B. the outcomes of the Framework Agreement, the earnings of HE staff following its implementation, and relativities to the earnings of other UK employees.

This review will draw on independent data sources and will report by Autumn 2008 to inform subsequent negotiations in the JNCHES machinery for academic year 2009-10 and later, although in the event that the review were to provide evidence of HEIs' ability further to improve the pay of staff for the 2008-09 year this would be included within these negotiations.

In addition, the unions and employers will put in train the review of negotiating arrangements agreed as part of the 2001 agreement establishing JNCHES. This review will proceed with the aim of agreeing necessary changes to the present arrangements by no later than July 2007.

3. IMPLEMENTATION OF THE FRAMEWORK AGREEMENT - EQUALITIES ISSUES

The seven HE trade unions and UCEA reconfirm their commitment to the principles set out in the 2004 Framework Agreement, as regards the design and implementation of new pay structures.

In particular, they affirm the importance of:

- adopting pay structures which facilitate the achievement of equal pay for work of equal value;
- applying common grading across all staff groups, including where pay structures are expressed locally in terms of more than one job family or career pathway;
- involving all locally recognised unions in the design and implementation of all aspects of new pay structures;
- adopting transparent arrangements for assimilation to and progression within new pay structures, that are equitable across all staff groups;
- applying these equal pay objectives both across different staff groups and in respect of part-time (including hourly-paid) staff and those on fixed-term contracts;
- harmonising contractual terms and conditions, by agreement within each HEI, across different staff groups in accordance with equal pay legislation.

Additionally - in order to ensure that the impact of new pay structures has met these equality objectives in practice as well as intent - the unions and UCEA strongly advise all HE institutions to: undertake an equal pay review, in accordance with the JNCHES guidance on such reviews, within 12 months of the introduction of their new pay structures and periodically thereafter; and to follow this with any modifications to the design or application of their pay structures which that review indicates to be necessary.

The JNCHES Equalities Forum will also be asked to consider the generality of these matters in more detail.

4. THE STANDARD WORKING WEEK

The PTAAS Sub-Committee of JNCHES notes:

- the need for the conditions of service for support staff (including hours of work and holidays) to reflect HE institutions' local circumstances,
- the unions' aim to achieve a maximum standard working week of 35 hours by 2009,
- that almost a third of HEIs have already adopted this, and
- that any reduction in the working week at other HEIs will be a matter for local negotiation.

Against that background the Sub-Committee jointly recommends HEIs with a longer working week to explore actively with their locally recognised unions a reduction in hours, including the potential for changes in working practices to help finance the cost, and the need to take proper account of equal pay imperatives.

5. RETURN TO NORMAL WORKING

All parties to this agreement have a shared interest in restoring good working relations and in progressing rapidly all delayed student assessment (particularly for final year students). To this end:

- UCU will suspend immediately all industrial action;
- UCEA will recommend to its subscribers that they should seek urgently to restore good industrial relations locally and that they should not impose unreasonable deadlines as part of the necessary rescheduling of assessment processes.

UCEA also recognises that UCU have made clear that the restoration of good industrial relations will only be achieved when, where relevant, issues relating to the withholding of pay are resolved. In the event of any difficulties which are not speedily resolved, ACAS services will be available at local level to assist the parties.

SINGLE PAY SPINE FOR ACADEMIC AND HE SUPPORT STAFF 2006-09

Spine Point	2005-06	2006-07	2007-08		2008-09	
	Salary from August 2005	Salary from August 2006	Salary from February 2007	Salary from August 2007	Salary from May 2008	Salary from October 2008 *
1	11,060	11,575	11,691	12,041	12,461	12,773
2	11,377	11,892	12,011	12,371	12,791	13,111
3	11,703	12,218	12,340	12,710	13,130	13,459
4	11,989	12,504	12,629	13,008	13,428	13,764
5	12,335	12,850	12,979	13,368	13,788	14,133
6	12,692	13,207	13,339	13,739	14,159	14,513
7	13,009	13,524	13,659	14,069	14,491	14,853
8	13,387	13,902	14,041	14,462	14,896	15,269
9	13,778	14,293	14,436	14,869	15,315	15,698
10	14,192	14,707	14,854	15,300	15,759	16,153
11	14,618	15,133	15,284	15,743	16,215	16,621
12	15,056	15,571	15,727	16,199	16,684	17,102
13	15,508	16,023	16,183	16,669	17,169	17,598
14	15,973	16,488	16,653	17,152	17,667	18,109
15	16,452	16,967	17,137	17,651	18,180	18,635
16	16,946	17,461	17,636	18,165	18,710	19,177
17	17,454	17,978	18,157	18,702	19,263	19,745
18	17,978	18,517	18,703	19,264	19,841	20,338
19	18,517	19,073	19,263	19,841	20,436	20,947
20	19,093	19,666	19,862	20,458	21,072	21,599
21	19,645	20,234	20,437	21,050	21,681	22,223
22	20,235	20,842	21,050	21,682	22,332	22,891
23	20,842	21,467	21,682	22,332	23,002	23,577
24	21,467	22,111	22,332	23,002	23,692	24,284
25	22,111	22,774	23,002	23,692	24,403	25,013
26	22,774	23,457	23,692	24,403	25,135	25,763
27	23,457	24,161	24,402	25,134	25,888	26,536
28	24,161	24,886	25,135	25,889	26,665	27,332
29	24,886	25,633	25,889	26,666	27,466	28,152
30	25,633	26,402	26,666	27,466	28,290	28,997
31	26,401	27,193	27,465	28,289	29,138	29,866
32	27,194	28,010	28,290	29,139	30,013	30,763
33	28,009	28,849	29,138	30,012	30,912	31,685
34	28,850	29,716	30,013	30,913	31,840	32,636
35	29,715	30,606	30,913	31,840	32,795	33,615
36	30,607	31,525	31,840	32,796	33,780	34,624
37	31,525	32,471	32,795	33,779	34,793	35,663
38	32,490	33,465	33,799	34,813	35,858	36,754
39	33,445	34,448	34,793	35,837	36,912	37,835
40	34,448	35,481	35,836	36,911	38,019	38,969
41	35,482	36,546	36,912	38,019	39,160	40,139
42	36,546	37,642	38,019	39,159	40,334	41,343
43	37,643	38,772	39,160	40,335	41,545	42,583
44	38,772	39,935	40,335	41,545	42,791	43,861
45	39,935	41,133	41,544	42,791	44,074	45,176
46	41,133	42,367	42,791	44,074	45,397	46,532
47	42,367	43,638	44,074	45,397	46,759	47,927
48	43,638	44,947	45,397	46,759	48,161	49,365
49	44,947	46,295	46,758	48,161	49,606	50,846
50	46,296	47,685	48,162	49,607	51,095	52,372
51	47,685	49,116	49,607	51,095	52,628	53,943
52	49,115	50,588	51,094	52,627	54,206	55,561
53	50,589	52,107	52,628	54,207	55,833	57,229

Information on Temperature at Work:

Too Hot to Work?

This information is intended for members who are concerned about temperature in their place of work. Temperature is certainly a health and safety issue. Too much heat can cause fatigue, extra strain on the heart and lungs, dizziness and fainting, or heat cramps due to loss of water and salt. Hot, dry, air can increase the risk of eye and throat infections. Above a blood temperature of 39C/102F there is a risk of heat stroke; collapse can occur above 41C/106F with symptoms of delirium and confusion. This condition can prove fatal and survivors may suffer from organ damage.

Tiredness and loss of concentration can also lead to an increased risk of accidents, such as burns.

WHAT IS AN ACCEPTABLE TEMPERATURE?

There are various informal guides to a safe working temperature. Generally, the acceptable area of comfort for most types of work lies between 16C to 24C/61F to 72F.

Acceptable temperatures for heavier types of work will be at the lower end of this range, while sedentary tasks may still be performed with reasonable comfort towards the opposite extreme.

The Chartered Institute of Building Services Engineers recommends the following temperatures for different working areas:

Heavy work in factories - 13C/55F,

Light work in factories - 16C/61F

Hospital wards and shops - 18C/64F, and

Office and dining rooms - 20C/68F.

WHAT THE LAW SAYS - HEAT

UNISON has been campaigning for a simple, legally enforceable, maximum temperature.

However, in the absence of one, UNISON members are not left unprotected. At the workplaces of all UNISON members, the employer must under the law provide a working environment which as far as is reasonably practicable, is safe and without risks to health, and which has welfare facilities (s2(2)(e) of the Health and Safety at Work Act 1974 (HSA

Employers must assess risks and introduce prevention and control measures based on those assessments under the Management of Health and Safety at Work Regulations 1992 (MHSWR 1992). During working hours, the temperature inside workplace buildings must be reasonable (Regulation 7 of WHSWR 1992). The ACOP to these regulations says that "all reasonable steps should be taken to achieve a comfortable temperature", for example:

- insulating hot pipes and equipment,
- providing air cooling plants,
- shading windows,
- situating workstations away from hot areas,
- using fans and increased ventilation in hot weather,
- providing local cooling at individual workstations, and
- as a last resort in unavoidably hot work areas, providing rest facilities and limiting the amount of time individuals spend in the heat.
- Whilst this leaves the safety rep to argue about the definition of reasonable and about the risk to health, it does mean that an employer who does nothing to control high temperatures is probably breaking the law.

The Code of Practice also says that:

other factors such as protective clothing, physical activity, radiant heat, humidity, air movement, and the length of time a person is doing a job must all be taken into account when assessing what a "reasonable temperature" is,

- "methods of cooling must not produce harmful or offensive fumes, gases or vapours", and
- "a sufficient number of thermometers must be provided to enable workers to check temperatures in indoor workplaces".
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- "a sufficient number of thermometers must be provided to enable workers to check temperatures in indoor workplaces".

Thermometers need not be provided in each workroom, but if the temperature in a particular workroom is uncomfortable, insist that the temperature in that room be measured.

Regulation 6 of WHSWR 1992 requires employers to provide "effective and suitable ventilation". To be effective, fresh air must be drawn in from outside and diluted with the warm humid air inside, creating movement and a sense of freshness without causing a draught. Humidity and ventilation must be at levels, which do not cause discomfort to or sore eyes.

- Regulation 22 requires employers to provide an adequate supply of wholesome drinking water and cups, readily accessible and conspicuously marked.

Heat from VDU's, etc. Equipment – The Display Screen Equipment Regulations 1992 require that “equipment belonging to any work stations shall not produce excess heat which could cause discomfort to operators or users”.

- Manual Handling – Risk assessments carried out under the Manual Handling Operations Regulations 1992 require employers to take account of risks from various factors listed in Schedule 1, which includes hot and humid conditions.
- Wearing Protective Clothing in Hot Weather – The Personal Protective Equipment (PPE) at Work Regulations 1992 require employers to select PPE that is suitable for the risks, for the employees who will be using it, and for the working environment. So where PPE has to be used in hot weather, it should be designed to allow workers to keep as cool as possible. Workers should not just be expected to use the cheapest thing available.
- Young Workers – must not be employed if they are likely to be exposed to extreme cold or heat (MHSWR 1992).
- Pregnant Workers – employers must specifically assess the risks to pregnant women, including extremes of heat (MHSWR 1992). The Health and Safety Executive's Guide on “New and Expectant Mothers at Work” says:
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- “When pregnant, women tolerate heat less well and may more readily faint or be more liable to heat stress. The risk is likely to be reduced after birth but it is not certain how quickly an improvement comes about”. and

- “Breastfeeding may be impaired by the heat dehydration”.

To avoid the risks, the HSE says:

- “Pregnant workers should take great care when exposed to prolonged heat at work”, and

- “Rest facilities and access to refreshments would help”.

Stress at Work – The HSE's Guidance on “Stress at Work” says that poor physical working conditions including extremes of temperature contribute to stress.

- Temperature in Kitchens – the HSE's Guidance on Health and Safety in Kitchen says:

- “Because of the very nature of the cooking process, and the need to serve cooked food hot, high temperatures and humidity are not unusual in kitchens and serveries. Both can affect the health, comfort, and efficiency of kitchen staff. Ventilation, with sufficient air changes and adequate movement of air, is necessary to cool the workplace and counteract humidity.

- Fume extraction alone may not be adequate to ventilate properly all parts of the kitchen and, if necessary, the servery. Additional extractor or circulation fans may be necessary. Air inlets should be carefully sited to make sure that there is air movement in all parts. In kitchens where the temperature or humidity is persistently high the advice of a ventilation engineer should be sought”.

***For further help or information please contact
UCL UNISON Health & Safety Officer Samuel
Atack: s.atack@ucl.ac.uk***

Or leave a message on x46587

**TO WORK IN A HEALTHY
AND SAFE
ENVIRONMENT
IS YOUR RIGHT**

Employment Equality (Age) Regulations 2006

The regulations on age discrimination come into force on 1 October 2006 and UCL UNISON have requested a meeting with UCL about how UCL intends to implement this legislation. UNISON have already been consulted on a policy.

In draft form the regulations were already a minimalist interpretation of the European Directive requirements - the final version is even worse. Despite the weakness, most employers seem to be very nervous about the introduction of the Age Regulations and are issuing advice on how to avoid age discrimination. Below is brief synopsis of the key areas covered by the regulations.

The Regulations will apply to all employers, private and public sector vocational training providers, trade unions, professional organisations, employer organisations and trustees and managers of occupational pension schemes. In this context an employer is anyone who has employees or who enters into a contract with a person for them to do work. The regulations cover recruitment, terms and conditions, promotions, transfers, dismissals and training. They do not cover the provision of goods and services.

The regulations make it unlawful on the grounds of age to:

- discriminate directly against staff - that is, to treat a member of staff less favourably than others because of age unless objectively justified
- discriminate indirectly against staff - that is, to apply a criterion, provision or practice which disadvantages a particular age unless it can be objectively justified.
- subject staff to harassment. Harassment is unwanted conduct that violates dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment without having regard to all the circumstances including the perception of the issue.
- victimise staff because they have made or intend to make a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination on grounds of age.
- discriminate against staff, in certain circumstances, after the working relationship has ended.
- Employers could be responsible for the acts of employees who discriminate on grounds of age. This makes it important for them to train staff about the regulations.
- Upper age limits on unfair dismissal and redundancy will be removed.
- There will be a national default retirement age of 65, making compulsory retirement below 65 unlawful unless objectively justified.
- Staff will have the right to request to work beyond 65 or any other retirement age set by the company. The employer has a duty to consider such requests.

There are limited circumstances when discrimination may be lawful, the guidance produced by ACAS ***Putting the Employment Equality (Age) Regulations 2006 into practice*** explains genuine occupational requirements, objective justifications, exceptions and exemptions). The ACAS guidance does not have statutory effect and so may not necessarily be taken into account by employment tribunals.

The legislation cannot be applied retrospectively, so employers cannot be penalised for decisions made prior to 1 October 2006, that could have been discriminatory if the regulations had been in force. The DTI has published [transitional guidance](#) alongside the final regulations, in relation to those staff due to retire/ be retired between 1 October 2006 and 1 April 2007. From 1 April 2007, the full procedures outlined in Schedule 6 of the regulations will apply. Schedule 7 addresses the issue of what to do about staff in the transition period to 1 April 2007. Annex 12 of the [ACAS guidance](#) is also helpful here.

An important point made in the DTI guidance in relation to staff covered by the transitional arrangements is that even if, prior to 1 October 2006, if an employer gives an employee notice of their intention to retire them, but they are still working out their notice when the regulations come into force on 1 October, the employer must still write to them formally on 1 October or as soon afterwards as is practical, to let them know of their right to request to continue working. Further, employees in this position are permitted under the transitional arrangements to make a request to continue working up to 4 weeks after their contract has come to an end.

HEIs do need to be developing now, in conjunction with union representatives, their policies and procedures for managing the right to request and duty to consider. UCL is doing this. Useful links - the regulations <http://www.dti.gov.uk/er/equality/age.htm> <http://www.acas.org.uk/>

'PROSTITUTION' IS LEGAL IN GERMANY, AND COULD BE LEGALISED IN THE UK – WHAT COULD HAPPEN AS A RESULT?

Did you know that 'prostitution' is legal in Germany, whereby it is viewed as a 'job' and so the local job centres in Germany have to provide candidates that meet the profile given by the brothels, otherwise they can be sued legally?

This in turn has had the effect of creating 'enforced prostitution' in Germany, whereby those who are either unemployed (and on benefits), or those who are on low wages and need extra income in order to support themselves (and may be receiving some benefits), have to take on 'prostitution' as a 'job', otherwise they could have their benefits cut. Also, what happens when supply cannot meet demand? Subsequent 'trafficking' and 'slavery' of women.

Did you know that the UK Government is currently reviewing whether or not to legalise 'prostitution' in the UK?

During the past two months the UCL UNISON Women's Group have been discussing the issues of 'prostitution' and 'trafficking' of women, and how they relate to the recent FIFA 2006 World Cup held in Germany, where prostitution is legal, and whereby the legality of prostitution is currently under review within the UK.

If you are concerned about the 'beautiful sport' being associated with the 'oldest profession in the world', then you may wish to raise this matter with your European Member of Parliament (MEP) and your UK Member of Parliament (MP).

As a result, the UCL UNISON Women's Group decided that they would like all members (both women and men), to have the opportunity of sending out such a letter to their European Member of Parliament (MEP), and their UK Member of Parliament (MP).

DO YOU WANT TO ENTER INTO A DIALOGUE WITH YOUR MEP AND UK MP, IN RELATION TO THE ABOVE?

If so, then write (draft letters are attached for your use) to your MEP(s) and UK MP by following the two website links shown below, which will contain their name(s) and address(es).

TO FIND YOUR MEP

www.europarl.org.uk/uk_meps/MembersMain.htm

This should take you to the main page for the list of UK MEPs, then double click on the area of the map which represents your region, and listed will be all of the names of your MEPs. You are entitled to write to all of them regarding this matter, as each one has a duty to represent everyone within your region. Then double click on the name and it will list the full postal address of that MEP.

TO FIND YOUR UK MP

www.parliament.uk/directories/directories.cfm

This should take you to the main page for the UK House of Commons, then click on: Find your MP then enter your postcode.

Alternatively, for those of you without access to a computer and the internet, you could telephone me on ext 46445 (externally 0207 679 6445):

- let me know the region where you live and I will be able to tell you who the MEPs are for your area;
- let me have your local area postcode and I will be able to tell you who your UK MP is.

Meanwhile, I would appreciate it if you could give me any feedback which you receive from either your MEP or UK MP with regard to the above.

Carol Blackburn, UCL UNISON Women's Officer

YOUR NAME AND HOME ADDRESS)

(MEP'S NAME AND ADDRESS)

(DATE)

Dear(NAME OF MEP)

RE: FIFA WORLD CUP 2006 IN GERMANY AND LEGALISED PROSTITUTION

Since the FIFA World Cup in Germany has taken place, it has come to my attention that with prostitution being legal in Germany, and in order to satisfy demand for these services that there has been the possibility of women and girls being trafficked in order to meet demand of approximately 3,000,000 football fans.

The Parliamentary Assembly of the Council of Europe (PACE) has already expressed its concern in Strasbourg on 12 April 2006 that approximately 30,000 – 60,000 women and girls may have been the object of trafficking for the purposes of sexual exploitation at the FIFA World Cup 2006.

Therefore, as my MEP, I would like to be updated as to where the UK stands on the following European Community matters:

- Did the UK approve the PACE resolution 1494 (2006) 'Stopping trafficking in women before the FIFA World Cup'?
- Did the UK promote the campaign 'Red Card to forced prostitution', as agreed by the European Parliament, run by the German National Council of Women?
- Was a multi-lingual telephone helpline operated, anywhere in Europe, during the World Cup allowing victims of trafficking to request emergency assistance?
- Did the UK adopt the Council of Europe Convention on 'Action against Trafficking in Human Beings' (CETS No. 197) on 3 May 2005?
- What action is being taken (if any) against traffickers for the sexual exploitation of women and girls, in the European Community?
- What has happened to the women and girls who have been trafficked for sexual exploitation at the recent FIFA World Cup 2006 by the European Community?
- Does the UK avoid confusing the concepts of trafficking, prostitution and immigration and deal with each concept separately and appropriately?

Finally, I would appreciate any information that you could give in relation to the above, and let me know what your stance as my MEP is.

Meanwhile, I look forward to hearing from you.

Yours sincerely
(YOUR NAME)

YOUR NAME AND HOME ADDRESS)

(UK MP's NAME)

House of Commons

London

SW1A 0AA

(DATE)

Dear(NAME OF UK MP)

**RE: FIFA WORLD CUP 2006 IN GERMANY AND LEGALISED PROSTITUTION – REVIEW
OF PROSTITUTION WITHIN THE UK**

Since the FIFA World Cup in Germany has taken place, it has come to my attention that with prostitution being legal in Germany, and in order to satisfy demand for these services that there has been the possibility of women and girls being trafficked in order to meet demand of approximately 3,000,000 football fans.

The Parliamentary Assembly of the Council of Europe (PACE) has already expressed its concern in Strasbourg on 12 April 2006 that approximately 30,000 – 60,000 women and girls may have been the object of trafficking for the purposes of sexual exploitation at the FIFA World Cup 2006.

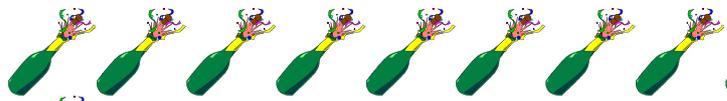
Therefore, as my UK MP, and what with the legalisation of prostitution in the UK being reviewed, I would like to know whether you could update me as to where the UK is in relation to the following:

- Did the UK approve the PACE resolution 1494 (2006) 'Stopping trafficking in women before the FIFA World Cup'?
- Did the UK promote the campaign 'Red Card to forced prostitution', as agreed by the European Parliament, run by the German National Council of Women?
- Was a multi-lingual telephone helpline operated, anywhere in Europe, during the World Cup allowing victims of trafficking to request emergency assistance?
- Did the UK adopt the Council of Europe Convention on 'Action against Trafficking in Human Beings' (CETS No. 197) on 3 May 2005?
- What action is being taken (if any) against traffickers for the sexual exploitation of women and girls, in the UK?
- What happens to the women and girls who have been trafficked for sexual exploitation within the UK?
- Does the UK avoid confusing the concepts of trafficking, prostitution and immigration and deal with each concept separately and appropriately?

Finally, I would appreciate any information that you could give in relation to the above, and let me know what your stance as my UK MP is.

Meanwhile, I look forward to hearing from you.

Yours sincerely
(YOUR NAME)



Thank You to Oliver...

Domestics Shop Steward Oliver Thomas is retiring at the end of July, and any members of the Branch who have met Oliver will know what a loss this will be to UCL UNISON.

Oliver has been Shop Steward for 7 years and a member of UCL staff for approx. 13 years. He has contributed enormously to the Domestics department in terms of union recruitment, giving advice to members and of course representing them.

In addition Oliver has been an active participant in the Black Member's Group, getting involved in Movement for Justice—a group campaigning for the reinstatement of Shop Steward Alex Owolade and for raising the issue of racism in the workplace generally.

He was also a delegate to the UNISON – HR Joint Consultation Committee (JCC) and on the Regional Higher Education Committee and Regional Black Members Committee.

In 2001 Oliver attended a "Drop the Debt" march in Genoa, Italy. Unfortunately like many others there, Oliver was set upon by the police and suffered a serious eye injury. Thankfully Oliver's eye was saved but he did have permanent damage. The experience has never stopped him from being involved in the union and attending rallies and demo's.

Oliver has been a regular attendee of the UNISON National Conference where his participation in various fringe meetings has been invaluable.

In addition to his activism, Oliver is a kind, generous-spirited, easy going and warm hearted Committee member who will be missed by all the Committee and members alike.

On Behalf of the Branch and Branch Committee Thank You to Oliver for all your hard work and Wishing You a Long and Very Happy Retirement.



Action needed on global warming

The UK must drastically improve its efforts at reducing carbon emissions and put pressure the US to do the same. If not, the consequences for the planet will be catastrophic. That was the stark warning issued by UNISON National Conference in June, as the union urged immediate action on global warming.

Conference also urged the UK government to invest heavily in renewable energy supplies and not to expand its nuclear power – or missile weapons – programmes.

"If we don't play our part in addressing planetary conditions, it will affect our working conditions. There are now new, smarter, greener ways of working," said Paul Woburn for the NEC.

Conference pledged to work with the TUC on a workplace movement to expose and reduce the energy waste and carbon emissions of employers across the UK.

UNISON has a long-standing commitment to campaign for extensive cuts in carbon emissions by Britain and the rest of the world.

The lack of action over carbon emissions by the G8 world leaders last July was heavily criticised. Conference also called on the UK government to put pressure on the US to recognise the urgency of the situation.

Nuclear energy may be back on the agenda for the UK government, but NEC member Helen Rose warned that 'costly' nuclear energy diverts valuable funds from renewables and energy-saving schemes. The union pledged to work with MPs to oppose the development of any further nuclear power stations and nuclear missile programmes.

Conference also resolved to work with environmental pressure groups, including Friends of the Earth International, International Action Against Climate Change (IAACC), and Britain's Campaign Against climate change, and develop relationships with progressive organisations who oppose the nuclear option.

If you are interested in environmental issues and would like to help the Branch campaign on this issue please contact us on x24888 or email us on unison@ucl.ac.uk

Departmental Reports

Ramsay Hall

A number of staff in the catering section at Ramsay Hall and at Astor College which are student residences have been given a notice to quit their accommodation at Ramsay. Some staff had a licence to occupy as part of their job. UNISON expressed some concern that as a consequence some of our members would be out on the street homeless and management have agreed to give them notice up to June 2007 to allow staff to find alternative accommodation. This is a big shock to many staff affected as they have lived at Ramsay Hall for many years and have come to see it as their home. Management have informed UNISON that the driver for this is shortage of student accommodation.

Refectory

Scolarest have made a number of redundancies in the Refectory on the basis of a reorganisation linked to a refurbishment plan. UNISON expressed their disappointment about this especially as Estates and Facilities management, who pushed through the privatisation, gave an assurance to the union that they expected more jobs to be created as a consequence and not less. UNISON have now been informed that the original refurbishment is not longer taking place but the redundancies have still happened? UNISON have sought a meeting with Scolarest to discuss this. We are concerned that a consequence of the redundancies is that TUPE staff who were on good pay and terms and conditions have now lost their jobs.

Security

UNISON have sought a meeting with Security management again. We continue to be concerned about the use of private contractors and also the high disciplinary and sickness absence levels in the dept. We have also requested on several occasions a review of the shift system.

Pay Framework Update

At UCL, the pay framework has now been implemented. As we go to process nearly all of the appeals at informal stage have been heard. There are a number of formal appeals outstanding and the pay framework team is working through these as quickly as possible. UCL have also requested that UNISON nominate UNISON members to be HERA role analysts to evaluate new jobs and jobs going through the grading review process. If you are interested, please contact the branch.



Committee Post of the Month

Black Member's Group Convenor

The Black Member's Group (BMG) are looking for someone to take on this stimulating and interesting role.

The BMG Convenor would organise the monthly meetings, e.g. book the room, compile an agenda and Chair the meetings, which discusses issues relevant to Black and Minority Ethnic staff at UCL.

The Convenor must be black or minority ethnic him/herself.

If you are interested and want to find out more please come to the next BMG meeting (see page 6 for details of time and venue), or contact Stephanie Smith on ext 45621 for further information.

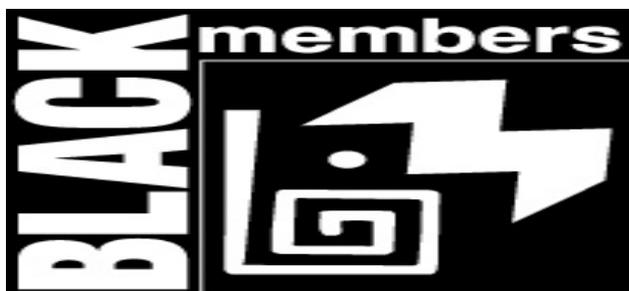
Are You 27 or under?

UNISON boasts 50,000 young members and rising, one of the fastest increasing young memberships in a UK trade union.

Where young people are part of a workforce represented by a trade union they get a better deal, including improved pay and career opportunities, and are less at risk from exploitation, accidents and injury compared to young workers in non-unionised workplaces. That's why our priority is to recruit and support more young members.

UNISON young members have a strong voice in the union through young members forums, held both regionally and nationally.

Members of the regional young members forums work together to ensure that the opinions and issues of young members are represented within your region. For more information on the forums please contact us: unison@ucl.ac.uk, or tel. x 46587



BMG MEETINGS

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.

Next Meeting: -
For further details contact
Stephanie Smith on ext 45621



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

If you are not "out" at work but would like to join an LGBT group,

please send a note stating "LGBT" and give your contact details in the strictest of confidence to: -UNISON Office, Room 118, Brook House, 2-16 Torrington Place, LONDON WC1E 7HN

Or alternatively contact LGBT Officer Gerry Cummings: g.cummings@ucl.ac.uk



The women's group meets the 2nd Wednesday of every month.

The group discusses equality issues related to women, e.g. maternity rights, equal pay, etc.

Next Meeting:

For further information please contact Carol Blackburn; Email: c.blackburn@ucl.ac.uk
Phone: ext 46445



UNISON Welfare offers a confidential and free service to members, offering the following: -

- **Financial Assistance:**
if you are struggling to make ends meet, or have an unexpected bill which has put you "in the red" financially, we may be able to help.
- **"Get Well" breaks:**
any member who has been ill recently, may be able to get a free (or very reduced rate) holiday at one of many of our outlets at UK holiday locations

We cannot put into words how much this break did us the world of good."



- **Family Holidays:**
Members on low incomes, or those who are suffering hardship can apply for a free—or very cheap—holiday. As with the "get well" breaks, there are a selection of UK holiday resorts to choose from.



"So restful and peaceful away from everybody and everyday life."

- **-Debt Counselling/Advice:**
If you are having difficulties coping with your finances and/or repaying debts, help is at hand; in certain circumstances, loans are offered at a low interest rate, and with the option of payments being made 10 months every year so you can have 2 months "breathing space" when you need it.
- **Other Advice/ Help:**
UNISON Welfare has also assisted members who: -
-are enduring domestic abuse to escape (or take time out) from their situation;

-have caring responsibilities to get assistance or a break from their responsibilities

Stop Press!!!!

This month alone, UNISON Welfare has given thousands of pounds worth of financial assistance and offered debt advice and counselling to dozens of UCL UNISON members.

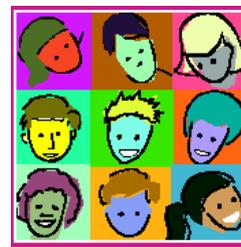
Don't Delay—Contact us today!!!

For further information of criteria for assistance or help, please contact your department's Shop Steward or contact Welfare Officer Wendy Biggin: w.biggin@ucl.ac.uk, ext. 46587.

All help is offered completely confidentially.



STRONGER IN UNISON



Open to UCL UNISON Branch Members Only (including LSHTM and RVC)

Recruit A Member - Get A Tenner! Campaign 2005

Bonus Payment Claim Form

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

Details of new member recruited

F

M

Name

Address

Name of Department or workplace

Job

2. Details of recruiter

F

M

Name

Address

..... **Post Code**

Contact number or e-mail

Department or Workplace

Bonus Payment being claimed*(please tick appropriate box)

£10 First member recruited

£5 for subsequent new recruit

Confirmation Details

(To be completed by Branch Officer not the recruiter)

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

NameDate.....

Branch Officer Position.....

Signature

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

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

APPLICATION FORM *Join UNISON altogether a better union*

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)

<input type="text"/>									
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Please tick if you require materials in a different format (eg 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 or home

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)

PLEASE RETURN YOUR COMPLETED FORM TO:

**Stephanie Smith, c/o Epidemiology,
1-19 Torrington Place
London WC1E6BT**

3. WHAT YOU PAY – CURRENT RATES

Please tick the appropriate box for your earnings before deductions.

YOUR SUBSCRIPTION - WHAT YOU PAY

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

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.

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 pay-

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

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

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**

Now please sign and date below.

Signature Date.....

WHO'S WHO IN UCL UNISON BRANCH

Branch Officer Posts:

- ★ Assistant Secretary Jane Ferrie jane@opublic-health.ucl.ac.uk
- ★ Black Members Officer (VACANT) unison@ucl.ac.uk
- ★ Chair Wendy Biggin w.biggin@ucl.ac.uk
- ★ Communications Officer Cinzia Polese unison@ucl.ac.uk
- ★ Disabilities officer Ann Tucker ann.tucker@ucl.ac.uk
- ★ Education officer Cristina Gardini c.gardini@ucl.ac.uk
- ★ Entertainments Alex Molade unison@ucl.ac.uk
- ★ Equality Sarah Alleemudder s.alleemudder@ucl.ac.uk
- ★ Health and safety Sam Atack s.atack@ucl.ac.uk
- ★ International Maria Cotera ucylmco@ucl.ac.uk
- ★ Manual Staff Coordinator Cleveland Davies unison@ucl.ac.uk
- ★ Membership Stephanie Smith s.smth@public-health.ucl.ac.uk
- ★ Minutes Andre Burbidge andre.burbidge@lshtm.ac.uk
- ★ Lesbian, Gay ,Bisexual and Transgender Gerry Cummings g.cummings@ucl.ac.uk
- ★ Retired Members Oliver Thomas 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 Wendy Biggin see above
- ★ Women 's Carol Blackburn c.blackburn@ucl.ac.uk
- ★ Young person's [VACANT]

Shop Stewards

- ★ Porters Rob Connell r.connell@ucl.ac.uk
- ★ Security Isaac Aresa unison@ucl.ac.uk
- ★ Refectory Cosme Santos unison@ucl.ac.uk
- ★ Human Comm Science Sarah Alleemudder s.alleemudder@ucl.ac.uk

- ★ Library Services Bill Martin bill.martin@ucl.ac.uk
- ★ Ramsay Catering staff Colum McDermott unison@ucl.ac.uk
- ★ Residences(joint) Yassin Benserghin y.benserghin@ucl.ac.uk
- ★ Residences (joint) Marcela(Tessie) Wanasen unison@ucl.ac.uk

- ★ LSHTM Andre Burbidge andre.burbidge@lshtm.ac.uk

Workplace Contacts:

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

- ★ Sarah Alleemudder see previous column
- ★ Wendy Biggin see previous column
- ★ Cristina Gardini see previous column

Delegates to Committee for Equal Opportunities

- ★ Sarah Alleemudder see previous column
- ★ Carol Blackburn 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



If you have any news or views you would like to see in UNI news, send them to: unison@ucl.ac.uk

Deadline for articles for next issue: 23rd August 2006

This newsletter is published by UCL UNISON

The views expressed in this newsletter are not necessarily those of the editors or UCL UNISON



Everybody needs a helping hand at work sometimes.
Join UNISON — Britain's biggest union to get your voice heard. From negotiating better pay and conditions to supporting you in cases of disciplinary or grievance issues, advice on health and safety or education and training, your UNISON branch is there to help you. Joining UNISON gives you access to a great range of membership benefits and offers too.
Join UNISON — altogether a better union.
To Join contact your local UNISON rep, e-mail; unison@ucl.ac.uk or telephone 020 7679 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