



May 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

## Pay Framework Update

May is the month of implementation of the Pay Framework agreement at UCL and your new salary and back pay will be paid in your May wage (at the end of May). We have already had several queries about how the new working hours will operate especially for those who work part time. You will work the same fraction of your working hours now as under the new system.

**Example 1.** If you currently work 19 hours of a 38 full-time contract, this is 1/2 of a full time contract. When going to 36.5 hours you will again work 1/2 at 18.25 hours. Your working week will therefore reduce by 0.75 (45 minutes)

**Example 2.** If you currently work 17.5 hours of a 35 hour contract, which is 1/2 of a full-time contract and signed up for option 1 at 36.5 hours a week, you will work 1/2 of 36.5 at 18.25 hours. This means your working week will increase by 0.75 (45 minutes)

Over 500 staff have lodged appeals and most of these are going to formal stage of sending in a revised JDO. An appeals panel has been set up which meets once a week to evaluate these. Appellants are informed of the outcome of the appeal within 2 weeks of the panel convening. The UNISON nominee Tom Silverlock, is a member of the Appeals panel and also conducts the informal stage of the appeals process. By far the majority of staff appealing are doing so because the original JDO does not reflect the work they are doing. The main reason for this is that these staff did not describe their job in a way that it could be properly evaluated. There are also some where the roles have changed over time and the current JDO does not reflect the work currently being undertaken.

With multiple role holders (MRH) it is very important that members had firstly discussed their appeal with the line manager. Obviously, if you are part of a multiple role to appeal you either need to show that the large majority of you are doing something different than described in the JDO (this means that the majority of MRH's need to appeal) or you are doing something significantly different to that described in the MRH JDO and require a separate evaluation.

Of course managers then have to sign off on the revised JDO, so it is important that you discuss and engage with your line managers over this process. It is also helpful to include any track changes in revised JDO's so that managers can then see where changes have been made to the original. Managers also have a duty to ensure that every case is dealt with on merit and without prejudice.

UNISON have a number of trained HERA representatives and some members have been using this service. Please remember that these are UCL UNISON members who have taken the time and effort to do the training and then represent you the best that they can. This does involve some personal sacrifice including dealing with time-off problems from work to help you so please show respect for these individuals and the time that they are putting in on your behalf. Thanks go to Jane Ferrie, Wendy Biggin, Sarah Alleemudder, Hazel Crossley, Maria Cotera, Rob Connell and Bill Savill.

Not all members have chosen to be represented by UNISON and instead chosen managers. While it is important that you obtain the support of your manager in the process they will not be trained HERA representatives. Remember; in the appeals process your evaluation can go down as well as up! There is no second chance, so make sure you get it right the first time.

Please contact the branch if you require representation or need any help or advice:

**Branch contact:** ext 46587 [unison@ucl.ac.uk](mailto:unison@ucl.ac.uk)  
**PFA UNISON nominee Tom Silverlock:**  
ext 09753 or [t.silverlock@ucl.ac.uk](mailto:t.silverlock@ucl.ac.uk)

### NEXT BRANCH MEETING

**Wednesday, May 3rd,  
1-2.00pm,  
Roberts Building  
(formerly called New Engineering Building)  
Room 212**

Please send agenda items by 2pm on Tuesday 2nd May. **Send items to:**

Wendy Biggin  
UNISON Office  
Room 118  
Brook House  
2-16 Torrington Place  
LONDON WC1E 7HN  
**Or by email:** [unison@ucl.ac.uk](mailto:unison@ucl.ac.uk)



## **UNISON HE Conference 2006, March 23rd, Glasgow—Report backs from delegates**

### **Oliver Thomas:**

The Conference was at Glasgow this year and it went really well; most of the motions were passed. I was particularly pleased that one of the two motions submitted by UCL, Motion no. 15, "Privatisation" was supported by a number of speakers in favour of the motion. One speaker reported a similar experience with catering company Scolarest to the one UCL is currently having, i.e. taking over an HE refectory and then making staff redundant.

This motion is one which has information that can be used by many Branches to handle any outsourcing plans in their own Institutions.

The waiting time has started now to see what will happen to those members of staff at UCL Refectory whose jobs hang in the balance and sit at a crucial stage in the negotiations. May the best result come out for all.

Although the Conference was only a day long, all motions were heard, and order of business went through fairly quickly in the case of most motions.

We chose to go by train to Glasgow and the service ran smoothly both ways.

### **Andre Burbidge:**

I travelled with branch delegates Ann Tucker, Wendy Biggin and Oliver Thomas to this year's Higher Education conference which was held in the Crowne Plaza hotel in the Scottish Exhibition and Conference Centre complex, which is to the west of the City, on the banks of the Clyde.

We opted to travel by train, using the West Coast line from Euston. This is a scenic journey, particularly north of Lancaster, with views over the Lake District, the fells of Cumbria and the rolling hills of the Borders. Snow on the hills bore witness to the cold and prolonged winter. Unfortunately our group experienced harassment towards the end of the journey. Thanks are due to Ann for alerting the train staff promptly so we arrived safely.

Once at Glasgow Central, we changed for the underground low-level station for the connecting service to Exhibition Centre. Unfortunately there are few amenities in this area other than the three hotels, and getting to and from the station involves a lengthy walk over a tunnelled flyover to clear the urban motorway.

We checked into our hotel, which was adequate, and later went over to the conference hotel where a welcome drink had been arranged. Here we met up with Tom Silverlock, who was present in his Service Group Executive capacity. At the Conference itself, there were 21 motions on the agenda. Relatively few branches had submitted motions, to the extent that one branch, University of Glamorgan, had seven.

The Service Group Executive read out a statement on the Local Government Pension Scheme, in the light of impending strike action. A number of the branches present at conference would be involved in this action, as members worked in post-1992 Universities where this is the recognised pension scheme, and many delegates proudly reported that their institutions would be closed down on the strike day.

The motions were divided into themed areas : higher education pay and conditions, membership participation, higher education policy and funding, recruitment and organisation ; and national reports. This reflected the layout of the annual report which is produced by the Service Group Executive (SGE) and informs what UNISON has done over the past year in each of these areas ; the conference sets policy for the coming year.

It was clear from motions on formulation of the annual pay claim, inter-union relationships, the Framework Agreement and harmonisation of terms and conditions that most branches had experienced problems with the teaching unions, AUT and NATFHE. A minority had a good tradition of joint working, but it was reported that the very different approach to the Pay Framework Agreement in particular had soured this somewhat.

UCL UNISON had originally submitted a motion on Mergers and Union Organisation, which was similar to motions from the SGE and an amendment by Manchester Metropolitan. Fortunately, all parties had agreed to a composite, which commits UNISON to organise and recruit more widely outside its traditional core groups, while consolidating its membership in these groups and to review whether it is feasible and/or desirable to recruit from academic and research staff ; and draw up a national strategy to consolidate UNISON's position as the leading widespread support and was carried. Speakers drew attention to the fact that after the merger of NATFHE and AUT, the new union was likely to target support staff ; others were pleased that consolidating core groups formed part of the strategy.

The other UCL UNISON motion on the agenda was on Privatisation. In moving this motion, I referred to the situation with Scolarest at UCL, as well as the large number of contract cleaners and other workers in our institutions. The motion was well supported and carried on the vote. Unlike last year, I felt we had better support from other branches.

Other interesting motions included Work Life Balance, Age Diversity in Higher Education,

## HE Conference Report backs (cont'd)

LGBT Equality Networks in Higher Education and Implementation of Conference Motions. The essence of the implementation motion was that the SGE should report each year what progress had been achieved on each motion carried the previous year, and explanations given where it had not been possible to implement for whatever reason. The motion drew SGE speakers argued this already happens with the annual report, but delegates were not convinced and the motion was carried. Next year's report should therefore tell us what happened with each motion ...

The HE conference nearly always involves a long journey, and I personally would like to see an event which perhaps combines the practical exercises of the branch seminar with the debate of conference.

In general I found the conference better conducted than last year, and I enjoyed the company and support of our delegation. Many thanks to Ann, Wendy, Tom and Oliver.

### Wendy Biggin:

Having attended the National Delegate Conference in Glasgow last year, I was aware that the area we were staying (and where the Conference was taking place) was a tube train journey away from the train station and the City Centre where most of the restaurants were. This meant that we relied on hotel food which we tend usually to avoid due to it being an expensive option, and my subsistence only just covered my financial outgoings.

After calculating time and cost of "plane versus train" it was decided that we would go by train. As we headed towards Scotland, some of the scenery was breathtaking, and although the journey was a long one, it passed quite quickly. Unfortunately on the way to Glasgow we suffered the attentions of a man with a clearly drug-induced desire to pick a fight with both of our male delegates, but thanks to Ann, who showed enormous courage by walking past the offending individual and getting help from the train guard, this was soon sorted out, although we were all shaken up by the incident.

There were no particularly controversial motions on the agenda and most were passed with little debate; at one point the Chair urged more people to get up and discuss, but I think a lot of the delegates were exhausted from their respective journeys to Glasgow, and many delegates (including us) had to leave before the Conference had ended.

Topics such as recruitment, working with other unions and outsourcing are clearly a concern for most HE Institutions, as is the HERA process

which many Branches are still going through, some are even still in the pre-implementation negotiation phase. Considering that (according to UNISON regional office)) most UNISON members in HE are from London Branches, it seems odd to have the annual HE Conference in such far-flung places — Glasgow this year, Plymouth last year, and Harrogate the year before! Being a Northerner by birth myself, I fully appreciate UNISON's intention to avoid being "London-centric", but I'm sure many Branches in the South didn't send their full quota of delegates due to the arduous journey to Glasgow and this strikes me as letting down our HE members who, after all pay their subs to be represented nationally as well as locally; if most of the members are in London, then surely the venue should be in or near London?

I do think attending the Conference is a worthwhile exercise for any member who want to get "the bigger picture" on issues, but I feel it should be nearer to London and amalgamated with the Branch Seminar so that there is more opportunity to liaise with other Branch delegates.

### Ann Tucker

The annual Unison Higher Education Conference 2006 took place this year in Glasgow at the Moat-house Hotel. The annual conference is for members to get together and discuss and vote on motions that have been put before the Higher Education Service Group Executive (HESGE). The UCL Unison delegation this year was Wendy Biggin, Oliver Thomas, Andre Burbridge and me. Tom Silverlock was also present in the capacity as a regional representative and (HESGE) member. We all boarded the train at Euston at 10o'clock with the exception of Tom Silverlock who was travelling by air. When we arrived in Glasgow we took another train to the Conference Centre where we were booked into the City Hotel. In the evening we went to a drinks reception at the Moat House Hotel where the Higher Education Conference was being held. After a continental breakfast we made our way to the Conference at the Moat-house Hotel.

The conference was opened by Maggie Smith who chaired the conference, who welcomed us all to the conference and made apologies for those who could not attend including Dave Prentis. The first motion discussed was the Pay Claim, in all there were 21 motions. University College London submitted two motions Motion 13 Privatisation which was submitted by Andre Burbridge. Our next motion 14 was not discussed as composite A was submitted. We had to leave the conference before the conference had quite finished as we has a train to catch. As this was my first conference; I found it very interesting. I was very tired as it was a long way to go. But I must say it was a very interesting experience in more ways than one.

**Privatisation of the Refectory & false assurances by UCL management in Estates & Facilities:**

*"Your jobs will be safe before, during and after"*

As many of you will remember College made the decision this time last year to privatise the Refectory and give the business to Scolarest. Scolarest were making news headlines at the time for selling junk food to school children. The scandal was exposed in a national campaign by the celebrity chef Jamie Oliver.

UCL UNISON launched an extensive campaign against the privatisation and delivered a petition signed by over 2000 staff and students to the College Council before Council rubber-stamped the management decision. The manager responsible for the privatisation was Guy Kershaw, deputy head of the Estates and Facilities Division. He held a number of so-called consultation meetings with Refectory staff at which less than 2 minutes were left for questions from the staff. In fairness to Guy Kershaw he did offer to answer questions submitted in writing, but none of the Refectory staff have access to a computer and many don't have English as their first language.

However, one phrase from those meetings sticks in the mind of the Refectory staff; Guy Kershaw's mantra 'Your jobs will be safe before, during and after.'

Scolarest took over the Refectory on the 1<sup>st</sup> August 2005 and initially, as Guy Kershaw had promised, jobs were safe. However, in the second week in March UNISON were called to a meeting with Scolarest management to be informed that the refurbishment of the Refectory would reduce the number of jobs from 56 to 38.

The refurbishment will turn the Lower Refectory into a mini Euston station with individual 'brand name' outlets like 'Upper Crust' selling a range of pre-prepared foods from sandwiches to pasta. One outlet will still provide a hot main course but there will be no variety of hot food and no hot desserts.

Staff were shocked when they were told the news. Many of our members in the Refectory have been with UCL for over 20 years and feel that they have provided a good service to staff and students. They feel now as if they have been totally betrayed by UCL and they have no confidence in the new company to keep their promises. UNISON accompanied many of the staff to their one-to-one meetings with the Scolarest management and staff took the opportunity to express their concern that after the refurbishment staff and students at UCL will be provided with less fresh food (most will be pre-prepared off-site), less hot food and no hot desserts. The staff also expressed their concerns about their treatment by UCL and their new managers. To the surprise of Scolarest many of the staff have opted for redundancy rather than stay on and work in the new fast-food, low-skill, high waste environment. Catering at UCL will lose some of its most experienced and dedicated staff. They are leaving with the sense of having been betrayed. This is a sad and shameful episode for UCL.



# 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.

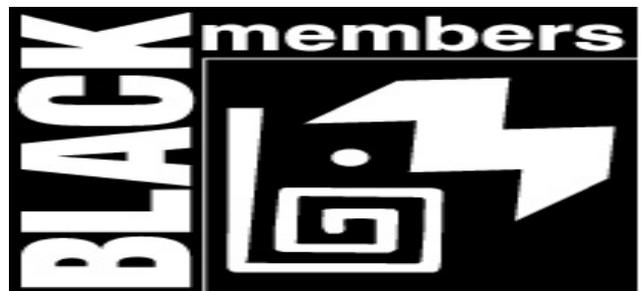
# Are You 27 or under?

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](mailto: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](mailto:g.cummings@ucl.ac.uk)



The next women's group meeting is on Wednesday May 10th, 1-2pm. Venue: 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](mailto:c.blackburn@ucl.ac.uk) Phone: ext 46445

## Vote to keep BNP out on May 4

UNISON members need to get out, and get involved to stop the BNP winning seats in the local elections on May 4, said the union.

"Where UNISON gets involved we see a huge impact," said UNISON campaigns officer Daniel Zeichner

"We need as many as people as possible to get involved. Evidence shows that the BNP does well when people stay at home."

The union is actively campaigning against the BNP in the forthcoming local council elections.

Adverts will appear in national and regional press with the message that racial hatred destroys lives, and urging people to vote on May 4 to keep the BNP out.

All UNISON members will receive a letter encouraging them to vote, and campaign locally against the BNP.

Branches are also working with groups like Searchlight and Unite Against Fascism in local campaigns, targeting areas where BNP support is likely to be highest.

"It's no good just to sit at home and be opposed to the BNP," said Zeichner "We need to get out there and do something positive. The more people can do the better, but the message is: At the very least - vote!"

The call to get active comes as the major parties were warned of a predicted surge in BNP support in the local elections. According to MPs from both sides, the parties now face a real danger of losing working-class votes to the far right.

A draft report for the Joseph Rowntree Reform Trust revealed that nearly a quarter of voters would consider voting for the BNP.

Employment minister Margaret Hodge claimed at the weekend that disillusioned working-class voters were deserting Labour for the BNP. Hodge said as many as eight out of 10 white families in her Barking constituency in east London admitted that they were tempted to vote BNP in the forthcoming council elections.

## Fighting for a reasonable pension

*This article first appeared in The Guardian*

(13/04/06) Fighting for a reasonable pension does not make local government workers greedy, said UNISON general secretary Dave Prentis in today's *Guardian* (*Response*, p.35)

Responding to an article by Max Hastings in *The Guardian* (10/04/06) 'Taxpayers will resent the cost of turning public servants into fat cats', Dave Prentis said:

"Max Hastings needs to learn the difference between a top Whitehall civil servant and a Birmingham dinner lady when it comes to pensions. Where does he get the idea that local government workers enjoy "generous salaries". Or that dinner ladies, home helps, nursery nurses and the other million plus members of the Local Government Pension Scheme (LGPS) are "luxuriating in state patronage"? The current pensions dispute is about honouring an agreement, not awarding privilege - a word never equated with local government jobs.

"There might well be a Whitehall mandarin complaining that he struggles to live on a pension of "just" £75,000, but that is an extreme example. The average pension for women, who make up 73% of LGPS members, is £31 a week. That's £1,660 a year. The average pension for all LGPS members is £3,800 a year. All LGPS members want is what's owed to them.

"They aren't looking for a "cherished right" of retirement at 60. LGPS members don't get to retire on a full pension at 60. They are asking that their pensions are not reduced further - by up to 30% - as a penalty for leaving "early".

"Members of every other public-sector pension scheme have had their pension contract honoured - why should local government workers be treated any differently? Teachers' contracts honoured but not teaching assistants; police but not police staff; civil servants but not dustmen; and social workers that work in hospitals but not those social workers who work for councils.

"If local government workers didn't save for their retirement through a pension scheme, they would have to rely on means-tested benefits - meaning that the taxpayer pays. But people need reminding that local government workers are taxpayers too. They pay income tax and council tax - and, unlike many people, they have also been saving for their future, putting away 6% of an often meagre salary, because they signed up to a pensions promise.

"When it comes to pay, Hastings uses the example of doctors and consultants who might have seen "dramatically improved" increases. The same cannot be said for nurses and other health workers. It is wrong to put the blame for the current deficits on NHS staff. It is the privileged private sector which is sucking money out of the health service and enjoying the "featherbedded" treatment of which Hastings is so critical.

"Local government workers deliver essential services on low wages. They face sometimes confrontational and threatening behaviour, and try to provide quality services under constant budget constraints. They are people looking after people, and should not be caught in the crossfire of an apparent race to the bottom of the wage ladder.

"The strike on March 28 showed many things, most particularly the burning resentment of members at being treated so badly. But it also showed how important their jobs are. You don't half miss something when it suddenly isn't there."

Editors note: UNISON has suspended future action

### We will take action to protect the NHS

(24/04/06) "We will defend *our* NHS," UNISON general secretary Dave Prentis told more than 1,000 health workers and supporters in Gateshead this afternoon.

Speaking at "Big Event" rally in the city's Baltic Square to coincide with the union's health conference, Prentis was joined by TUC assistant general secretary Kay Carberry, local MP and past UNISON president Dave Anderson and former health secretary Frank Dobson.

The union is not against reform and improvement, said Prentis, but there had been a U turn recently in government so that it's current programme is "all about markets and competition".

"We will not sit back and allow the NHS to be fragmented," he warned the government: "And we will win.

It was a message he repeated in his keynote speech to delegates inside the conference hall, where he said the union is prepared for industrial action to fight damaging job cuts, protect patients and challenge government reforms that are fragmenting the NHS.

"We are being told that somehow jobs will be disappeared or left unfilled without patients and staff feeling the pain - what utter nonsense.

"UNISON cannot stand by and watch staff suffer in this climate of fear. We will be supporting members who feel that they have no option left other than industrial action to protect jobs and services."

And health secretary Patricia Hewitt was left in no doubt about the union's feelings when she spoke to conference after lunch. Delegates listened to her politely, but could not help outbursts of ironic laughter at times.

A question and answer session saw numerous delegates wanting to know why the NHS was producing deficits and threatening thousands of redundancies at a time when a record health budget was seeing billions of pounds go to the private sector.

That was also the theme of the first day's business at conference as delegates approved motion after motion vowing to protect the NHS from privatisation, marketisation, fragmentation and the new buzz-word: "contestability".

This is the theory of a US economist that introducing new firms into a market forced existing ones to become more efficient.

But the NHS is not a market – it is a public service and it will remain one vowed representatives of a whole range of UNISON health members, from senior managers, though nurses to NHS Logistics staff facing being sold off to parcel company DHL.

## UNISON National Conference: Do you want to attend as a visitor?

This years UNISON national conference is on 20-23 June in Bournemouth. The branch has already decided its delegation but are still entitled to visitors. If you would like to attend as a visitor on one or more of these days then please contact the branch on ext 46587 or [unison@ucl.ac.uk](mailto:unison@ucl.ac.uk).



**MONDAY  
MAY 1**



# Free unions! Fair rights!

JOIN LONDON'S MAY DAY MARCH TO SAY 'YES' TO WORKERS' RIGHTS

JOIN THE **MAY DAY**

# WORKPLACE MARCH FOR JUSTICE

Sponsors  
include:

London Mayor  
TUC President  
TUC General Sec-  
retary TGWU  
General Secretary  
European TUC  
South African  
Transport and  
AWU General Sec-  
retary Australian  
Council of Trade  
Unions  
UNISON Amicus  
GMB

Speakers  
Include:

Ken Livingstone  
Brendan Barber  
Tony Woodley  
Tony Benn

**FOR A TRADE UNION FREEDOM BILL FOR WORK-  
PLACE SOLIDARITY**

**JOIN LONDON'S MAY DAY MARCH TO SAY 'YES' TO  
WORKERS' RIGHTS**

**Assemble Clerkenwell Green at 12pm,  
march at 1pm, arrive at Trafalgar Sq at  
2.30pm**

**Nearest tube Farringdon**

Organised jointly by the TUC and the London Mayday Organising Commit-  
tee [www.londonmayday.org](http://www.londonmayday.org)



**Join the campaign for fair rights and for a  
Trade Union Freedom Bill.**



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.***

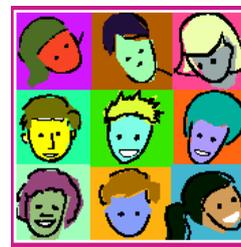
***Don't Delay—Contact us today!!!***

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](mailto: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.

Name .....Date.....

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"/>									
----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------

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 m.cotera@ucl.ac.uk
- ★ 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 ,Bisexual and Transgender Gerry Cummings g.cummings@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 Wendy Biggin see above
- ★ Women 's Carol Blackburn c.blackburn@ucl.ac.uk
- ★ Young person's [VACANT]

- ★ Library Services Bill Martin bill.martin@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 Sean Lewis

**Shop Stewards**

- ★ Porters Rob Connell r.connell@ucl.ac.uk
- ★ Security Isaac Aresa unison@ucl.ac.uk
- ★ Refectory Mary Guidera unison@ucl.ac.uk
- ★ ICH Porters Ivan Beckett unison@ucl.ac.uk
- ★ Human Comm Science Sarah Alleemudder s.alleemudder@ucl.ac.uk



**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 May 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**