

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

SEASONS GREETINGS FOR THE COMING MONTH TO ALL OUR MEMBERS



NEXT BRANCH MEETING

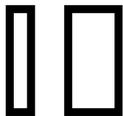
**Wednesday
1 December
1-2pm
Garden Room**

(next to Jeremy Bentham in the South Cloisters)

Please send agenda items to the Chair Wendy Biggin c/o

UCL UNISON unison@ucl.ac.uk by Tuesday November 30th

UCL UNISON
SEASONAL SOCIAL
FRIDAY 10 DECEMBER
5-10PM
GARDEN ROOM
FREE TO MEMBERS
DRINK & FOOD PROVIDED
ENTERTAINMENT TBC
AUT & Amicus invited



Come to the **UCL UNISON SEASONAL SOCIAL!**

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The Pay Framework Agreement

"My experience so far" (9.11.04)

**by Tom Silverlock
UNISON Nominee**

As you all know, I am currently on full-time release from my job in Estates & Facilities Division in order to take part in the framework agreement negotiations and the job evaluation exercise which is currently rolling out at UCL. I have been on full-time release since June 1 2004 and thought you might like to know what I have been up to on your behalf! Firstly, we had some initial problems to sort out, things like: -

- How will the unions work with UCL?
- How will the framework agreement be implemented at UCL?
- How HERA is going to be applied?
- What is the funding for the process?
- Will I still have a job to go back to when this process is over in August 2005?

We have regular Pay Framework meetings with the Director of Human Resources Sarah Brant and regular job evaluation group meetings with the other trade union nominees and members of Human Resources from the Policy Team who are involved in the job evaluation exercise. I have been allocated to Team 1 (there are 2 teams) which was allocated the first roll-out in October and then allocated every alternate month. The overall control of this process lies with the Steering Group which

is made up of senior UCL staff.

I have been involved in all aspects of the implementation of the pay framework agreement an example being the communication part of the exercise making a significant contribution to the corporate presentation going out to staff (hope you were able to make one) and also to the web site www.ucl.ac.uk/payframework.

The next rounds of corporate presentations are: -

**Wednesday 1st December
2.30pm - 3.30pm**

LT2 Cruciform Building

**Wednesday 8th December
2.30pm - 3.30pm**

LT2 Cruciform Building

Other examples of my involvement include: -

- The design and development of the Job Description Outline form (JDO)
- Development of the FAQs
- Development of the Departmental Presentation

We have had initial discussions on many other aspects of the pay framework agreement. Examples include the following (but these have yet to be negotiated in full before August 2005):

- Appeals process
- Harmonisation issues

Examples of successes and achievements so far include: -

- UCL agreed that each job should be individually scored rather than matched to generic grade profiles
- UCL agreed to apply the AUT memorandum of understanding to all staff
- Setting up of Job Evaluation Group which include both union and HR nominees
- Agreed in principle an Appeals procedure
- UCL has agreed to consider harmonisation across all terms & conditions (not just working hours)

In addition UCL has agreed to support UNISON in supporting our members in the process, including:

- Full-Time release for one UNISON nominee
- UNISON nominees for job evaluation panels plus training- these people are Oliver Thomas, Paola Stillone, Tom Silverlock & XXXXXXXXXXXXX
- Time-off for a 2 day training course for HERA reps in UNISON- we now have a list of UNISON HERA reps
- Workshop & time-off for cross union activists on the roll out of the HERA job evaluation scheme

At branch level we have developed the following:

- Production of advice sheets for members on the HERA job evaluation process
- A dedicated branch web page on the framework agreement. See www.uclunison.org

There have of course been some "issues": -

Grading Review Freeze

Some concerns have been expressed over the current grading freeze for support staff but this has been justified on the basis that to continue with the current grading review process will only continue any equal pay issues that exist. UNISON expressed some concern that Academics were being treated differently but we have been assured that the current academic promotion review will not take place till October 2005, which is *after* the job evaluation process should be complete and that also it is equality proofed.

Treatment of Academic Staff

There is a concern by UNISON about the way that Academic staff are being treated in the process in the sense that they are not currently required to complete a JDO. Instead they are to be treated as a Multiple Role Holders at a later stage which means that a sample will be selected to complete JDOs.

Funding for Pay Framework Agreement at UCL

There is the whole issue of funding, harmonisation and the grading structure and the effects of red circling on staff. All these issues are a matter of final negotiation once the job evaluation process is complete in March and all have to be informed by equal pay considerations. Any cost implications for any improvements in terms and conditions will have to come out of the overall budget. UCL are currently indicating their willingness to provide 5.1% of the total pay budget to this process which includes 1.1% assimilation costs onto the new grading structure. This will be on top of the overall cost of living increase.

Harmonisation

The agreement allows for harmonisation of working hours manual staff only. UCL has agreed to look at the plethora of terms and conditions at UCL with the view of looking at the possibility of harmonisation. At the moment there is a data gathering exercise taking place, with the objective of recording all the variations in terms and conditions across staff groups and institutions at UCL. Certainly, I predict that the issues that are going to come up in the negotiations on harmonisation are: -

- Harmonisation across grades or the institution as a whole?
- Whether we level upwards or downwards? Or somewhere in between?

These negotiations will not take place until the job evaluation process is complete March/April next year.

Partnership

There is the important issue of how the unions and UCL work together in so called "partnership". This relationship is under constant review and overall UCL has engaged with the unions in good faith. An example of the positive contribution by UCL is the allocation of full-time release for a UNISON

nominee. This has meant we have been able to have constructive dialogue with UCL. On several occasions UCL has changed their position after hearing representations from UNISON e.g. enabled interviews to take place for manual staff who are multiple role holders. This does not mean that we have always agreed but what is different in this process compared to previous relationships is that UCL has been prepared to listen and respond. UNISON have reciprocated in developing this relationship and avoided any situations which may have jeopardised the process unnecessarily while at the same time being able to maintain our position as an independent trade union. As a consequence, the relationship that we have developed in the last few months is extremely positive.

Evaluating Jobs

I am now involved in the evaluation of jobs, which means reading through completed JDO's and using the HERA scheme to rank these jobs. I am on a panel with a HR HERA role analyst and we reach a consensus on the ranking for each element of each job. The results of our evaluation will eventually be fed into the HERA software programme, which I will have access to, which will pop out a number- the so called "score". At the end of the process we should have a "score" for all the jobs at UCL which will then be fed into a pay modelling package and which in turn will inform our negotiations on the new grading structure.

Working with the other Unions

Another positive aspect of the pay framework agreement is the relationship that has developed with the other trade unions AUT and Amicus. In the time that we have worked together on this project these relationships have grown stronger and as a unit we are much more effective than we ever have been in negotiations with UCL in the past. This is not to say we don't have disagree-

ments, but we work out ways to come to a consensus on our approaches to the employer without compromising our own interests on behalf of our constituent unions.

Consultation with Members

While the work that I do on your behalf as UNISON members is important, what is equally important is how decisions are made and what input you as members have in that process. All the discussions and negotiations that are made at a UCL level in my role as UNISON nominee are always fed back to the membership to ensure that I am representing your interests. This is done via the branch democratic structures, i.e. the branch & committee meetings. I also try to ensure that there is ample information in the newsletter.

Feedback

Please, if you have any feedback on any parts of the process then come to the branch meetings which are on the first Wednesday of the month. Alternatively you can e-mail me t.silverlock@ucl.ac.uk or telephone ext 09753.



Departmental Presentations

Date	Time	Place
7.12.04	1-2pm	Base LT 1-19
9.12.04	2-3pm	Cruciform LT1
14.12.04	2-3pm	JZ Young
15.12.04	2.30-3.30pm	³ Cruciform LT2

Additional Responsibilities

The unions have put forward a proposal that the following posts should be included in the job evaluation exercise. Those marked with an * are ones that UCL have said they are taking advice on and the others UCL have accepted. UCL have initially indicated are that where roles are "voluntary" they will not be taken into account when evaluating jobs.

- Departmental Safety Officer (and equivalents)
- Departmental Radiation Protection Supervisor
- Departmental Laser Safety Officer
- Departmental Genetic Modification Safety Officer
- Departmental Equal Opportunities Liaison Officer*
- First Aider* (*UCL have indicated that they are considering the option of an additional payment for this role - to be negotiated*)
- First Aider (appointed person)*
- Fire Evacuation Marshall*
- Estates Liaison Officer
- Harassment Adviser*
- Data Protection Officer*
- Freedom of Information Officer*

Members are advised to ensure that any additional responsibilities are included on their JDO's along with examples of how these responsibilities impact on the different elements. For example, if you are a Departmental Safety Officer you can include under "Work Environment" the need to do risk assessments in your area.

Support Staff have had their grading reviews frozen but academic staff haven't...Is this fair?

UCL has suspended all grading reviews for academic-related, clerical, manual and technical posts from 20 July 2004. The reason for this is that UCL have admitted that there are equal pay issues related to the inconsistencies of the grading reviews and therefore to continue would have left them open to legal challenges on equal pay. The unions accepted this argument although expressed some concern about those staff who may have been successful in upgrading applications and therefore could potentially lose out on one years higher salary.

On the 17 September 2004 an e-mail went out from Robert Carey in Human Resources (HR) inviting academic and research staff to put in their applications by 6 December 2004. The unions had no prior knowledge of this e-mail and expressed some concern over its content. The perception amongst staff would be that the grading review process had been frozen for support staff and not academic staff. This is a concern that has been raised by UNISON members at branch and committee level.

So why is it that our grading reviews have been frozen and academic staff not? Although the academic staff apply for promotions now it would not actually come in effect until October 2005 which is after the job evaluation process at UCL will be completed. To freeze academic promotions now would mean that there would be no promotions for 2 years.

So what about those support staff who have not been able to go for an upgrade and get "green circled" in August 2005 (i.e. it is acknowledged that job evaluation process will identify staff who have been relatively underpaid and who as a consequence of the

JE process will be put on a salary level significantly above the one they currently enjoy)? For those staff there is the situation that they have lost out on a years salary at the higher grade. The way to deal with this is to negotiate with UCL back pay for those staff that have been "green circled". UNISON have issued advice that when taking equal pay cases we can argue for 6 years back pay. There are some problems with this approach however. If you argue for any kind of back pay for any period 1-6 years it will mean that this money will have to come out of the total budget assigned to the implementation of the framework agreement at UCL. This could mean a realignment of the grading structure, increasing red circles and also affecting our ability to push for harmonisation of terms of conditions e.g. 35 hour week for all staff. This is not to say that this approach will not be sensible. In terms of how the finances are affected it will depend on many staff are green circled and how much back pay we argue for. The obvious strategy is to look at back pay for one year and see how the cost of this affects the overall budget and how this affects the grading structure and negotiations around other elements of the pay frameworks agreement. It is really a matter of priorities for the union and when these types of negotiations take place it is important that members take part in this debate at members meetings. These discussions will inform the direction in which the UNISON negotiate these issues early next year.

Wave 3 (December– deadline for submissions of JDO's 7 January):

Provost & Vice Provost's Office
Bloomsbury Theatre
Graduate School
UCL Business
Faculty of Built Environment
Faculty of Engineering
Eastman Dental Institute
Internal Audit Services
UCL Union
Academic Services 4

At a loose End Over the December Holiday Period

by Kenn Brown

Last year, I volunteered at a Crisis shelter and found it to be quite a rewarding experience giving me a completely different perspective on homelessness and homeless people. Crisis are always seeking volunteers and have kindly permitted me to reproduce their volunteering webpage

below. You can apply online by logging on to; -

<http://www.crisis.org.uk/volunt/christmas.php>

Volunteer for the Crisis Open Christmas 2004

During the week of 23rd - 30th December, Crisis opens six shelters

across London for homeless and vulnerably-housed people. They offer a

range of services but above all companionship at a time when exclusion

from family and community is often most painful.

The shelters are run by over 3,500 volunteers and are open 24 hours a

day providing companionship and a range of services including a full medical service, a learning and skills

service, hairdressing, massage and dog-sitting. No experience is necessary for many roles.

What do Crisis Open Christmas volunteers do?

- **During the event:** Shelters are run almost entirely by volunteers, and managed by an experienced shift leader. Tasks can vary from food preparation, cleaning, hair washing, driving, welcoming and helping them to use the range of services. Specialist ser-

vice volunteers are also needed, ranging from doctors to chiropodists and hairdressers to English teachers.

Set-up: Three to four weeks before the event Crisis is busy preparing the buildings, plumbing, decorating, carpeting and undertaking any other work needed to provide the guests with the services they need.

What does the Crisis Open Christmas offer volunteers?

- **A volunteer area** - food, drink and washing facilities are available.
- **Support** - a team of experienced volunteers are at hand to help.
- **Accommodation** - For those who are on late shifts and are unable to get home, basic accommodation is available

Volunteers party - a way for Crisis to say thank you and your chance to meet up again.

What commitment do I need to make?

Reliability is a key issue. Turn up on time for your allocated shifts.

CRISIS

66 Commercial Street, London E1 6LT

Tel: 0870 011 3335

Fax: 0870 011 3336

Email: enquiries@crisis.org.uk



UCL SOCIAL FORUM

Student Activists have been building a broad, non-sectarian, left group at UCL consisting of both staff and students, and thought some of our members might be interested. It's currently called the UCL Social Forum. Meetings are taking place on Tuesday evenings at 6 pm in the English department common room (2nd floor of Foster Court) and have been quite successful so far.

UCL UNISON SEASONAL SOCIAL



FRIDAY 10 DECEMBER

5-10PM

GARDEN ROOM

FREE TO MEMBERS

DRINK & FOOD PROVIDED

ENTERTAINMENT TBC

AUT & Amicus invited

THE EUROPEAN SOCIAL FORUM CAME TO LONDON

15 – 17 October, 2004

Alexandra Palace was buzzing with groups of people arriving from many countries, a Babel of tongues, special buses laid on and a massive programme of events to choose from, including art exhibitions, music, films, workshops besides the seminars.

I eagerly anticipated Friday morning's seminar "Challenging U.S. Imperialism", and arrived early to make sure I got a front-row seat. The speakers invited included, amongst others - 88 year-old Ben Bella (Algerian freedom fighter and first P.M. in 1962 of a free Algeria), George Galloway (Stop the War and, following his expulsion from the Labour Party – Respect), Maria Styliou, Stop the War Greece and Campaign Genoa) and Ernesto Che Guevara's daughter, Dr. Aleida Guevara.

Regrettably Ben Bella sent his apologies. He'd addressed the audience at the previous evening's film showing - 'The Battle of Algiers' – about the liberation struggle he had led. An exceptionally long film and one of the most inspiring I've ever seen. However it had exhausted him and he'd not yet recovered.

George Galloway gave, as usual, a rousing speech proclaiming "They're off their knees in Iraq, Cuba and Palestine, and we are off our knees in solidarity with them, fighting the common enemy of U.S. Imperialism" .

Maria Styliou, a fiery older woman, told us how, through their numbers on the streets, the Greek working class had prevented Colin Powell from visiting Greece during the Olympics this summer. The Greek government had repeated the invitation for October, but again Powell did not dare go.

She further reminded us of how, in mid August, with the bombard-

ment of Najaf (Iraq), workers' resistance postponed U.S. entry into that city. In the U.S., five and a half million people encircled the Republic Convention in New York. Around the same time there were elections in Venezuela where Chavez gained 60% of the vote. These victories, she said, led to explosions of joy.

Because Bush has threatened to invade Cuba if he is re-elected, I had decided I would prioritise Cuba/Latin

American meetings and, above all, I particularly wanted to show my admiration for Aleida Guevara who lives in Cuba. She's a medical doctor and, as so many other thousands of Cubans, has fulfilled her what Che called "debt to mankind" - by working unpaid as a volunteer in a Third World country. She spent over three years, mainly in Angola, in remote areas where they had never seen a doctor before.

As so many progressive leaders before her, Aleida preferred to speak in her own language, Spanish, rather than English, made possible by the excellent simultaneous translation service provided for the ESF (and undertaken by unpaid volunteers).

Stressing the need for international solidarity and of unity to take on the exploiters and warmongers, she reminded us, that despite being in the U.S.'s backyard, Cuba is a free country – free from transnational/World Bank/U.S. control, not owing a debt to anyone. If Cuba can do it, she said, then others can take charge of their own destiny, not necessarily following the Cuban way; the way will be different for others. Because of Cuba's support for Venezuela, Bush talks of Cuba's meddling in Latin America.

Dr. Guevara spoke again at The Hands off Cuba seminar - about U.S. meddling in Cuba - the increasingly harsh boycott, and

particularly the many acts of U.S. terrorism against Cuba. We also heard about Cuba's response through the heroic so-called "Miami Five".

Besides a couple of Latin American seminars, I also managed to fit in a seminar on 'The European State and Constitution, Democracy and Public Services', where a 'Vote No' to the Constitution was urged, should we in Britain be granted a referendum. Amongst the speakers was John Boyd of the Campaign Against Euro Federalism who spoke of a meeting held recently to discuss the Constitution. Sixty groups from 20 countries, an alliance of Left and Right (but excluding racist or fascist organisations like the fascist-leaning U.K.I.P.) had met together to discuss the reasons for this frontal attack on working people, by enforcing privatisation and attacking democracy, and look at alternatives.

Finally, the march on Sunday drew, according to our as well as some capitalist estimates, some 100,000 people. I missed the UCL Unison contingent but joined the Cuban/ Latin Americans, also assembling in Russell square, besides a Steve Bell puppet of Bush. We waved hand-held Cuba flags. Aleida marched behind the front banner and went on to speak at Trafalgar square.

Besides the uplift of international solidarity and information gained during these three days of political events, the links made by speakers from groups not always in support of each other was crucial.

Roll on 2006 when the next European Social Forum will take place (in 18 months' time) – in Athens. Hopefully by then together we will have succeeded in making the world a little less grim than it is at present.

Anne Johnson – retired member

**ANOTHER WORLD
IS POSSIBLE**

HIGHER EDUCATION UNISON CONFERENCE 2005

This year's UNISON higher education service group national conference is on 22 March 2005 in Plymouth. If you wish to attend the conference either as a delegate or visitor then please contact us or attend one of the branch members meetings. Branch deadline for submission of delegates is 5 January 2005. UCL UNISON Branch is entitled to 4 delegates and we try to ensure that the make up of the delegation represents the membership in terms of proportionality and fair representation.

As is a proud tradition at UCL branch we have agreed to submit 3 motions to the 2005 conference. These motions were put to the members meeting in November but because this meeting was inquorate were voted for at the November Branch Committee meeting on 17 November 2004. The text of the motions is below: -

1. Closer union collaboration

This conference believes that it is in our members interests to aim towards one Higher Education trade union and not the plethora that currently exists with overlap representation for different staff groups. The need for this has been highlighted by the work that has been undertaken at branch level on the Pay Framework Agreement. However it is clear that considering the current situation where separate unions are preserving sectional interests that this is unlikely to happen in the near future. This conference therefore instructs the HESGE to: -

- Initiate closer liaison and collaboration with all unions who represent staff in the HE Sector.
- To report-back to HESGE meetings and to members progress on this work

This conference also instructs the HESGE to consider the following options: -

- Approaching HE unions with the view of formalising already informal liaison arrangements in the form of HE union liaison committee, which meets at least 4 x a year.
- Dealing with any inter-union disputes in such a way so as to avoid any public disagreement

Consider any other options which would result in unions working more closely together.

2. HESGE Accommodation Costs

This conference appreciates all the hard work and time given up by HESGE reps and accepts that the HESGE should be able to operate in comparative comfort when conducting meetings away from home. However, their could be issues of perception by the membership when HESGE stays in hotels at the expensive end of the market. This conference therefore instructs the HESGE to: -

Review their current arrangements for accommodation with the aim of setting a reasonable upper rate.

3. 2005 Pay Claim

This conference believes that the 2005 pay claim should include the following elements: -

- A minimum starting salary of at least £12000
- A substantial percentage increase in all pay spine points which is significantly above RPI and addresses issue of low pay

which will still exist despite advances in the pay framework agreement

- A national minimum rate of 25 days annual leave per annum (this any local arrangements e.g. College holidays)
- A maximum standard working week of 35 hours with salary protection (salary protection meaning maintaining your existing annual salary despite reducing the working week which results in an increased hourly rate)

This conference also instructs the HESGE to negotiate on the basis of avoiding long-term pay deals with a preferred option of annual pay awards.

Please note the following important dates:

Tuesday 30 November
2004 Deadline for submission of motions

Tuesday 21 December
2004 Publication of preliminary agenda

Friday 21 January 2005
Closing date for delegate registration

Tuesday 25 January 2005
Deadline for submission of amendments to motions

Tuesday 22 February
2005 Publication of Final Agenda

**STRONGER
IN
UNISON**

ARTICLE ON WAR IN IRAQ

For details of the

BMG XMAS social

please contact Stephanie Smith
on 0207679 5621 or ext 45621

Or e-mail:

s.smith@public-health.ucl.ac.uk

Health & Safety Update– RSI

The UCL Safety Committee have taken on a UNISON suggestion on one way to minimise the risk of Repetitive Strain Injury (RSI). UCL is going to roll out some software which pops with a warning if you have been working for too long a period on your computer.

UCL UNISON Womens Group Seasonal Social

UCL UNISON BMG

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



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

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



UCL UNISON Women Members Group (WMG)

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

Wednesday 10th December 1-2pm, Committee Room

For further information; Please contact Wendy Biggin on ext 09454(am)/37091(pm)

WHO'S WHO IN UCL UNISON BRANCH

Branch Officer Posts:

★ Black Members Officer	(VACANT)	unison@ucl.ac.uk
★ Chair	Wendy Biggin	w.biggin@ucl.ac.uk
★ Communications Officer	Paola Stillone	p.stillone@medsch.ucl.ac.uk
★ Disabilities officer	(VACANT)	unison@ucl.ac.uk
★ Education officer	(VACANT)	unison@ucl.ac.uk
★ Entertainments	Alex Molade	unison@ucl.ac.uk
★ Equalities	Sarah Alleemudder	s.alleemudder@ucl.ac.uk
★ Health and safety	Sam Atack	s.atack@ucl.ac.uk
★ International (joint)	Paola Stillone	p.stillone@rfc.ucl.ac.uk
★ International (Joint)	Colum Mc Dermott	colummcdermott@hotmail.com
★ Manual Staff Coordinator	Cleveland Davies	unison@ucl.ac.uk
★ Membership	Stephanie Smith	s.smith@public-health.ucl.ac.uk
★ Minutes	(VACANT)	unison@ucl.ac.uk
★ Lesbian, Gay and Transgender	[VACANT]	unison@ucl.ac.uk
★ Retired members officer	(VACANT)	unison@ucl.ac.uk
★ Recruitment Officer	Alex Molade	unison@ucl.ac.uk
★ Secretary	Tom Silverlock	t.silverlock@ucl.ac.uk
★ Treasurer	Andre Burbidge	andre.burbidge@lshtm.ac.uk
★ Vice-chair	[VACANT]	
★ Welfare (joint)	Wendy Biggin	see above
★ Welfare (joint)	Kenn Brown	see above
★ Women Members (joint)	Wendy Biggin	see above
★ Women Members (joint)	Marcela Wanasen	unison@ucl.ac.uk
★ Young person's	Hazel Crossley	h.crossley@ucl.ac.uk
Shop Stewards		
★ Library Services	Wendy Biggin	see above
★ LSHTM	Andre Burbidge	see above
★ Porters	Rob Connell	r.connell@ucl.ac.uk
★ Student Residences	Kenn Brown	see above

★ Security	Isaac Aresa	unison@ucl.ac.uk
★ Security	Khalid Inayat	unison@ucl.ac.uk
★ Refectory	Mary Guidera	unison@ucl.ac.uk
★ ICH Porters	Bill Savill	unison@ucl.ac.uk

Workplace reps:-

★ HCS	Sarah Alleemudder	see previous column
★ ISD	Hazel Crossley	

Safety Reps

★ Civil Engineering	Marie Parker	m.parker@ucl.ac.uk
★ Library Services	Wendy Biggin	see previous column
★ 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

Accredited Learning Reps

★ Sarah Alleemudder	see previous column
★ Wendy Biggin	see previous column

Delegates to Committee for Equal Opprtunities

★ Sarah Alleemudder	see previous column
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Health & Safety Co-ordinator

★ Sam Atack	See previous column
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HERA Reps

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

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

Deadline for next issue 2004

This newsletter is published by UCL UNISON inc.
 London School of Hygiene and Royal Veterinary College

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



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