

## UCL Pay Framework Ballot Result

Total Eligible to Vote	<b>423</b>
Total Ballots Returned	<b>201</b>
% Turnout	<b>48%</b>
ACCEPT Package	<b>194</b>
REJECT Package	<b>7</b>
No. of Spoilt Ballot Papers	<b>0</b>
% ACCEPT Package (Of those who returned ballot forms)	<b>97%</b>

UNISON have informed UCL that they accept the package.

In January 2006, staff will receive an offer letter of new salary and grade. UCL UNISON will issue further advice and information in the New Year before you receive your offer letter.

## NEXT BRANCH MEETING

**Wednesday  
December 7th,**

**1-2.00pm,  
Chadwick Building  
Room 218**

Please send agenda items  
by 2pm on Mon 5 December

**Featuring A Guest  
Speaker from the  
Gate Gourmet  
Workers Dispute**

Send agenda 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)

**UCL UNISON  
Seasonal Social  
Friday 2 December  
6-12pm  
Garden Room  
UCL Main Campus  
For more details see page 9**



## Topically Tropical; Update for LSHTM members

Welcome to all members at LSHTM. I start with an update on the PFA process. HERA interviews are almost concluded, and many have been verified – this means that the information gathered from the interview has gone back to the interviewee and their verifier (normally the line manager) and been agreed as a correct record. UNISON role analysts are ready to score the records of evidence, but there has been a delay in setting up the scoring meetings, not helped by unforeseen absences on the management side. However, meetings have now re-convened and the timetable is shown below. At the outset of the process the unions jointly requested back-dating of the Agreement to 1 August 2004 – see the discussion timetable. The originally projected implementation is 31 March 2006. On harmonisation we have requested an increase in annual leave to 30 days for all staff groups; this is in addition to the School closure days and bank holidays. All UNISON members on full time contracts now work a 35 hour week – this was agreed before PFA talks started.

We have been in dialogue with the School over implementation of the national pay award. Although the employers were notified in late September, with the expectation of implementation in October, the School tells us that they have had problems with the payroll system and are unable to put this in your pay packet until November. The increase will, of course, be backdated to 1 August. If you have done any overtime in August, September and October, you are advised to check the November pay packet carefully to ensure you have the back-pay on the overtime.

There have been some problems with contractors working on-site, such as noise, dust, failure to show identity. Contractors must comply with the Health & Safety regulations: this is a condition of letting them on the site in the first place! Please report any problems you encounter to your UNISON safety reps. We were recently able to get action on pest control and shielding of welding operations in the South Courtyard after member complaints.

Also, a reminder that we now have a joint UNISON/AUT/Amicus facility office at 49-51 Bedford Square, room M109. This is staffed by UNISON reps on Monday mornings and Wednesday afternoons. Phone 4747 at these times to speak to a UNISON rep, or 2836 at other times.

**Andre Burbidge, LSHTM UNISON Rep**

### Motion Passed at LSHTM Site Meeting 7.11.05

#### **Positively Public at LSHTM**

This meeting notes that the School refectory is now one of the few in Bloomsbury which is run in-house. Hot meals and salads are freshly prepared and it has a good reputation both internally and externally. Staff turnover is low and UNISON membership density is high. Moreover, Fair Trade is supported, in line with both the ethos of the School and UNISON policy.

During the Refectory Campaign at UCL it is notable that School management gave assurances to staff at LSHTM that they have no intention to privatise the refectory. However, they previously voiced concerns about losing money, and did not rule out privatisation. Management also showed support for the Bloomsbury Consortium proposal for a single caterer for Bloomsbury Institutions.

This meeting notes also that the School employs a private contractor to provide some cleaning services, particularly on outlying sites, and the entire Security operation. These workers are vulnerable to exploitation and have worse terms and conditions than in-house staff. By contrast, in-house manual workers look to benefit from the introduction of incremental scales under the Pay Framework Agreement. This meeting resolves to: Make contact with the AUT, Amicus and student body to promote the refectory service and make clear our opposition to privatisation.

Seek the support of the Branch Positively Public campaign group to promote the refectory and recruit contract workers into UNISON, and to campaign for in-house provision of services.

Put this motion to Branch Committee.

### Timetable for Discussion of Issues by the Project Team

Date:	Issue:
Aug 05	<b>Working hours</b> UNISON commentary: 35 hours for manual, technical and clerical already achieved: UNISON supports these arrangements for all staff. AUT is putting a paper forward on academic & related staff hrs
Aug 05	<b>Job evaluation appeals process</b> UNISON commentary. Proposal from management tabled in August; UNISON amendments put to September meeting (cancelled); policy agreed at October meeting. Members may be accompanied at both informal and formal appeal stages and UNISON is represented on the panels
Oct 05	<b>Pay progression</b> UNISON commentary: this has been deferred but we shall be looking for automatic progression up to contribution threshold and clear and objective criteria for contribution points <b>Academic 2/Grade 7 (RIA/ALC2) grade boundary</b> UNISON commentary: AUT asked for this discussion. UNISON not in favour of fixing boundaries, but employer may suggest these staff are assimilated at a certain point (cf. UCL agreement)
Nov & Dec 05	<b>Job families and grading structure (post modelling)</b> UNISON will be arguing in favour of a single structure and against any job family groupings
Dec 05	<b>Green &amp; red circling implementation</b> UNISON will be looking for back pay on green circles, developmental approach on red circles, and protection in line with best equal pay advice <b>Protection of salaries for staff</b>
Dec 05 & Jan 06	<b>Affordability of implementing the whole Framework package</b> <b>Backdating of the Framework Agreement implementation date</b> At outset of procedure, all three unions asked for backdating to 1 August 2004. A common claim of 30 days annual leave will be part of this discussion.
Jan 06	<b>Sick leave entitlement</b> It is likely that qualifying periods and quotas of full-pay and half pay will apply to all staff (cf. UCL procedure) <b>Retirement gifts</b> Item included at Employer's request
Post Implementation, (1 March 2006 onwards)	<b>Evaluation of roles post Framework Agreement implementation</b> UNISON will argue for HERA procedures to be carried forward <b>Review of Staff Committee procedures for applying for promotion etc must be revised</b> - Career map implications post implementation <b>Impact of London Weighting</b> UNISON is supporting a move from AUT to bring this discussion forward

## UNISON: HR Joint Consultative Committee

The long overdue UCL Joint Consultation Committee (JCC) meeting took place between HR and UCL UNISON on October 14th.

Main issues discussed were: -

**Redeployment:** HR acknowledged that the redeployment procedure (especially the website where Redeployees place their CV's) needed revamping; currently departmental administrators seem unaware they are obligated to check CV's on the redeployment website before advertising, and they often tick the box to confirm they've done this. The website has the most recent CV's at the bottom of the list; some of the older ones are out of date.

**Sickness Absence Policy:** HR had said the policy (which was implemented in November 2001) would be regularly reviewed, but this has not happened. UCL UNISON was promised the review by the end of October (see opposite panel)

**Outsourcing—Domestics:** HR agreed to look into the outsourcing of several more UCL Buildings re: cleaning. UCL Domestic staff were given short notice of their move to other sites. There has also been a drastic reduction in UCL Domestic staff and an increase in contract workers.

**Domestic Violence:** UCL UNISON had previously asked for a separate policy to deal with issues of longer term special leave, etc. HR did not accept the need for a separate policy but agreed to add some wording into their "Leave for Domestic and Personal Reasons" Policy.

**Sanitary Wear Dispensers for Ladies Toilets:** UCL UNISON reported that Ucl Union (the student's union) have dispensers in their toilets. UCL had stated that the reason for not having this provision was due to vandalism of the dispensers.

## Sickness Absence Policy Review

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The sickness absence policy had been agreed by UCL UNISON on the condition that it would be reviewed on a regular basis, i.e. annually. This was to ensure the policy was serving its intended purpose of ensuring more consistency throughout UCL and throughout staff groups

At the end of October, HR sent us a draft amended policy which had been produced as a result of the review, but no copy of the review had been received by UCL UNISON.

We only discovered the contents of the review after receiving a copy of the minutes of the HR Policy meeting from May of this year, which discussed the sickness policy review.

It transpired that the number of sickness reviews took place disproportionately in the manual staff groups and amongst ethnic minority staff.

There was also a high level of sickness absence reported amongst staff with disabilities—higher than the National Average.

UCL UNISON has responded to the findings, and highlighted the need to look into the reasons for such a high number of ethnic minority staff being put through sickness reviews (e.g. is it Institutional Racism?), and also to investigate as a matter of urgency the level of sickness absence for staff with disabilities.

Along with the other recognised unions at UCL, UNISON has offered amendments to the wording of the revised policy in order that our members are treated fairly.

As the newly amended policy is in the consultation phase between management and the unions we are unable to publish it in its entirety; however, we will keep you informed of any developments on this matter as soon as we have more information.

If you wish to make any comments on the existing policy, please contact us on ext 46587, or email [unison@ucl.ac.uk](mailto:unison@ucl.ac.uk)



The FEM Conference was first started last year by a small group of young women activists at University of Sheffield Student's Union and was so popular it was agreed to make it an annual event. This year there were approximately 500 attendees; the conference was open to men as well as women, and the male attendees made up about 2 % of the audience. This year there were 12 seminars, talks, and workshops to choose from; below are the ones I attended.

### "Violence Against Women"

There were contributions from Kate Allen (Amnesty International), Finn Mackay (Women's International League for Peace and Freedom), Deborah McIlveen (Women's Aid), and Fiona Gell (Oxfam).

Although all the statistics about violence directed against women never fail to shock me, I found the most horrific were those presented to the audience by Oxfam's Fiona Gell - there are 50, 000 women missing in South Asia; it is thought they have been murdered as a result of honour killings; younger women may have been murdered due to family's not wanting daughters who are seen as financial burdens.

In India, every 6 hours there is a case of an acid attack on a woman; the acid attacks are often carried out by men who's "amorous" advances have been spurned by the woman, who is then at risk of being accused of "dishonouring a man and his family" or her own family if there is an accusation of "sexual misconduct".

A positive final note was set, however, in the form of the "we can" campaign where men and women throughout Asia are signing up to the Oxfam - led campaign to make violence against women unacceptable. In many parts of Asia domestic violence is seen as the norm, and this campaign is making in-roads to change this.

### "How Women Become Refugees"

Hildegard Dumper, Consultant in Refugee Research, spoke of the difficulties women asylum seekers face; women who are fleeing religious oppression are not seen as political refugees and are not therefore automatically considered for asylum; women who are suffering domestic violence or those who are in danger of being victims of "honour killings" are not seen as having good reason to seek asylum. There is a need for a complete rethink on the reasons women need asylum.

### "Feminism"

Jo Salmon, NUS National Women's Officer, Jeff Hearn (see above), and Jenny Westaway from the Fawcett Society discussed the "F Word" and why contemporary women are resistant to describing themselves as feminists, even when they are strong believers in women's rights. It was generally felt that young women only start to realise that women's rights haven't been won when they experience discrimination in the workplace. The general consensus was that consciousness-raising events like the FEM conference were important in making women aware of the still-existing problems women face in the workplace and in society in general.

### "Women in the Workplace"

The panel comprised Vivienne Hayes (Women's Resource Centre), Rebecca Gill (TUC), and Sheila Wild (Equal Opportunities Commission). The most rousing speech was that by Rebecca Gill and she explained to the audience the value and necessity of women joining trade unions and getting involved in campaigns and representation, etc. I felt this was very positive considering the amount of young women in the audience.

The main discussions were about the equal pay gap (particularly for part time workers), the Sex Discrimination Act 30 years on, and how to convince younger women that the fight for equality is not yet won.

### Films

The lunch hour had films showing - one was on girls from a local school talking about violence against women; many of the girls were from Muslim backgrounds and they spoke about what it was like to be Muslim and female in a white, non-Muslim country.

The next film showed a century of Yorkshire women, and notable figures such as Barbara Castle, and quite a few Suffragettes came from Yorkshire. The film showed the lives women led only a hundred years ago, and the hardships they suffered as women. It was a very moving film.

### "Many Women. Multiple Identities"

This seminar had contributions from Sian Davis, (NUS Students with Disabilities Officer), Diane Grant, from (Liverpool John Moores University speaking on mature women students who are also parents), Zlakha Ahmed (Apna Haq), and Finn Mackay (London Feminist Network). We heard about what is like to be : i) a woman with a disability; ii) a woman trying to change her life by becoming a mature student, iii) a woman and an ethnic minority member and iv) a woman, a feminist, and a lesbian.

Although all speakers had interesting comments, I was particularly struck by how difficult it is for mature women who are mothers going in to Higher Education for the first time.

### "Masculinities - Back to the Problem of Men"

Jeff Hearn, a feminist academic based in Finland, gave a fascinating talk on the concept of "masculinities", which he believes detracts from the concept of being "a man" and clouds the fact that being a man opens up opportunities not given to people who are not men.

He sees the future of gender research as focusing more on men as a group and how they interact - e.g. how is it that men prove they are very masculine by preferring male company - this type of behaviour is a very complex phenomenon to unpack, but is vital to understand so that relations between the sexes can improve.

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# 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 Meetings: -  
January 26th (

For further details contact Stephanie Smith on ext 45621

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

We are looking for someone to take up our Lesbian, Gay, Bisexual and Transgender (LGBT) Officer post. Just a small amount of your time every week would make all the difference.....Support and Training is provided.

### STAMPING OUT HOMOPHOBIA: all over the world!

As part of LGBT History Month, the TUC is holding a conference for union leaders, officials and activists about the international dimension of lesbian, gay, bisexual and trans rights. Drawing on personal testimonies from around the world, the conference will raise awareness of the issues, explain how and why LGBT rights worldwide are a trade union issue, and discuss what British and other trade unionists can do to show global solidarity. Registration costs just £25 including VAT, covering a working lunch, refreshments and a conference pack. Speakers include: Foreign Office Human Rights Minister Ian Pearson MP; Education International General Secretary Fred van Leeuwen; International Lesbian and Gay Association Co-General Secretary Kursad Kahramanoglu and TUC General Secretary. For more details contact the branch on ext 46587.



The next women's group meeting is on Wednesday January 11th, 1-2pm. Venue: Cruciform Building Room B.02

The group discusses equality issues related to women, e.g. maternity rights, equal pay, etc. and what gender issues should be priorities for the Branch.

For further information please contact Wendy Biggin  
Email: [unison@ucl.ac.uk](mailto:unison@ucl.ac.uk)

## Higher Education Pay Claim 2006/7

(28/10/05) UNISON's Higher Education Service Group Executive (HESGE) met on Saturday 24 October and discussed next years pay claim, 2006/7.

It was noted that the academic unions have submitted an early pay claim for next year which has recently been passed to us (see appendix A). The claim calls for the employers to use some of the money available from top up fees in England from 2006 (and Wales the following year) plus additional money awarded in Scotland to be put into increases in pay. It quotes Alan Johnson former HE Minister in 2004 when he suggested that at least a third of top up fees money would be put back into salaries and conditions. The claim also demands a response from the employers by 2 December with a clear threat of industrial action if a positive answer is not received.

The support staff unions are holding a national joint meeting on the 31 October to discuss the proposals further.

The HESGE agreed that we should take Alan Johnson's words as a basis for seeking additional pay this year. However the Committee also noted a number of difficulties. The employers have previously made it clear that they will not consider making decisions on pay until Institutions have received details of their annual grant in spring. They also point out that they will not have a clear idea of how many students they are likely to have

until 2006. Additionally, whilst some Institutions may benefit from top up fees some may suffer a drop in intake – this year more students than predicted have enrolled and it is being suggested that fewer people have taken a year off to get in early before the introduction of top up fees. Alan Johnson's commitment refers only to England and the picture is different across the home countries. We are also concerned that the way the academic claim is pitched it could lead to the employers to offer local pay bargaining.

Recommendations for meeting of support staff unions on 31 October

Consequently the HESGE agreed that UNISON will be recommending to the Support staff unions meeting on the 31st that:

- We should set any statement on pay in the context of our long term pay strategy
- We believe in single table bargaining – this means joint working between the academic unions and support staff unions from the start
- The employers should meet all unions if there are to be discussions around pay
- Pay is for national negotiation – and increases must cover all institutions – not local bargaining
- We should re-iterate our commitment to a national agreement on terms and conditions
- We should not lock ourselves into a commitment to take industrial action at this stage – we need to be ready to take action if necessary

## Conference: Latin America 2005 Making Another World Possible Hamilton House, Mabledon Place, London WC1 3rd. December, 2005 9.30am-5pm

This major conference brings together trade unionists, academics, NGOs and progressive movements from Latin America and the UK to explore the exciting new political and social developments across the region.

Speakers include:

From Cuba: Olga Salanueva, wife of one of the members of the Miami Five, imprisoned in the US for fighting against terrorism. Rod Stoneman: director of the documentary on Venezuela: 'The Revolution Will Not be Televised', Tariq Ali, Richard Gott, Tony Benn, Jeremy Corbyn MP

If you are interested in attending contact UNISON on ext 46587

# Motions from UCL UNISON Branch to HE UNISON Conference 23 March 2006

The following motions were passed at the UCL UNISON November 2005 Branch Committee:

## 1) Union Mergers

At the time of writing two major mergers of unions are proposed which impacts directly on UNISON in the higher education sector. The first is the proposed merger between TGWU, Amicus and GMB and the second is NATFHE and AUT.

This conference notes that due to the implementation of the Pay Framework Agreement old grades will be replaced by a single grading structure. One possible consequence of this is that the franchise under which unions have negotiated for particular staff groups will disappear.

Conference believes that it is crucial that we take advantage of this opportunity and start to mount pro-active campaigns to recruit certain staff groups. These will include Craftworkers, Technicians, Professional and Managerial staff. This conference therefore instructs the Service Group Executive to develop and produce specific recruitment materials for these groups.

At the same time, this conference believes that it is crucial that UNISON campaigns to retain our current membership base from mainly manual, clerical and administrative staff groups so as to rebut any encroachment by the proposed merged unions.

This conference also notes that some branches have experienced small numbers of academic and research staff, who have become disaffected with their academic unions and subsequently joining UNISON. This conference therefore instructs the Service Group Executive to review whether it would be feasible and/or desirable to start pro-actively recruiting from these staff groups

## 2) Privatisation

This conference notes with some concern, the failure of UNISON and the other public sector unions, to rebut the creeping privatization of the sector with a notable increase in contract workers and outsourcing of public services in higher education.

This conference also notes, the consequence of this, is not only a reduction in in-house services and the detriment that this produces but also the super-exploitation of workers employed by outside contractors and the subsequent advent of a two tier workforce.

This conference therefore instructs the Service Group Executive to do the following:

1. Mount a campaign espousing the benefits of in-house services in higher education using the resources already available in UNISON.
2. Mount campaigns targeting specific groups of contract workers to recruit them to UNISON. One of these groups targeted should be contract cleaners. Consideration should also be given to the fact that many staff in these groups have English as a second language. Where reasonably practicable, recruitment material should be translated into other languages.
3. Produce advice to branches on how campaigns should be run in branches, highlighting difficult areas and how these should be dealt with. One example of this is how to initiate recognition agreements with private contractors where none already exist with UNISON.
4. Provide a page on the UNISON HE web site dedicated to this area where publicity materials can be downloaded and are freely available.
5. Investigate the possibility of having specific contact point to deal with these types of queries from higher education branches.

### **The branch welcomes the following new reps to the branch committee:**

Ms Michele Pannaman	Workplace Rep	Institute of Orthopaedics
Ms Jennifer Murray	Workplace Rep	Institute of Ophthalmology
Ms Marcela Wanasen	Shop Steward (joint)	Student Residences
Mr Yassin Benserghin	Shop Steward (joint)	Student Residences
Mr Rob Connell	is now the shop steward for Porter, Maintenance and the Post Room	

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.***

**I T S T H A T T I M E**

**A G A I N**

**Seasons Greetings**

**UCL UNISON**

**PROUDLY INVITES YOU TO OUR**

**\*\* Seasonal Social \*\***

**6pm till late**

**Friday, 2nd December, 2005, Garden Room,  
South Cloisters, UCL, Gower St, WC1**

**\*Disco \*Food & Drink \*Trivia Quiz \*Raffle**



**Disco !!!**  
**Drink !!!**  
**Food !!!**  
**Trivia Quiz !!!**



*The Seasonal Social is  
**FREE** to all UCL and Birkbeck  
 UNISON members and those  
 who join on the day and **ONLY**  
 £5.00 to non-members!*

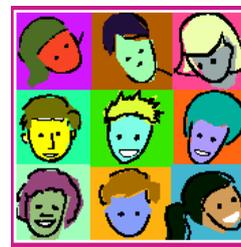


*Whoaaa! I'm  
 off to the sea-  
 sonal social!!!*





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)
□ □ □ □ □ □ □ □

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	Annual pay	per week	per month	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:
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<p>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 <b>NOT</b> want any mailings from UNISON, besides those required by statute, please tick this box <input type="checkbox"/></p> <p><i>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 <b>WANT</b> to receive details of the full range of benefits you <b>MUST</b> tick this box <input type="checkbox"/></i></p>
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## 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@public-health.ucl.ac.uk
- ★ Black Members Officer (VACANT) unison@ucl.ac.uk
- ★ Black Member's Group Convenor (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 (joint) Joan Brennan unison@ucl.ac.uk
- ★ International [joint] Anne Johnson unison@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 Andre Burbidge andre.burbidge@lshtm.ac.uk
- ★ Lesbian, Gay ,Bisexual and Transgender [VACANT] unison@ucl.ac.uk
- ★ Retired members officer (VACANT) unison@ucl.ac.uk
- ★ Recruitment Officer Alex Molade unison@ucl.ac.uk
- ★ Secretary Tom Silverlock t.silverlock@ucl.ac.uk
- ★ Treasurer Andre Burbidge see above
- ★ Vice-chair [VACANT]
- ★ Welfare Wendy Biggin see above
- ★ Women 's Marcela Wanasen unison@ucl.ac.uk
- ★ Young person's [VACANT]

## Shop Stewards

- ★ Porters/Maintenance/Post room Rob Connell r.connell@ucl.ac.uk
- ★ Security Isaac Aresa unison@ucl.ac.uk

- ★ Refectory Mary Guidera unison@ucl.ac.uk
- ★ Refectory Cosme Santos unison@ucl.ac.uk
- ★ ICH Porters Ivan Beckett unison@ucl.ac.uk
- ★ Library Service Wendy Biggin see previous column
- ★ LSHTM Andre Burbidge previous column
- ★ Residences Marcela Wanasen unison@ucl.ac.uk
- ★ Residences Yassin Benserghin y.benserghin@ucl.ac.uk

## Workplace Rep:-

- ★ HCS Sarah Alleemudder see previous column
- ★ Institute of Orthopaedics Michele Pannaman m.pannaman@ucl.ac.uk
- ★ Institute of Ophthalmology Jennifer Murray jennifer.murray@ucl.ac.uk

## 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

## Accredited Learning Reps

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

## Delegates to Committee for Equal Opprtunities

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

## Health & Safety Co-ordinator

- ★ Sam Atack See previous column



**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: 16 December 2005**

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