

Your Job is Being Re-Graded!

The Pay Framework Agreement

In the summer of 2003 a new National Pay and Grading Framework was proposed by the employers' group at the higher education negotiating body. This has now been accepted by all 7 trade unions in the sector, and is being implemented at all institutions.

The Framework is intended to ensure equal pay for work of equal value and requires institution-wide job evaluation to rank all jobs.

When this has been done, new grading structures can be developed around the national single pay spine which will apply to all staff in the sector.

The Framework also requires institutions to perform an equal pay audit to identify any further elements of inequality.

Other aspects of the Framework concern harmonisation of working hours and annual leave, recruitment and retention premia and market supplements. All of these are being negotiated at local level by the trade unions.

How is this being implemented at UCL?

UCL has chosen HERA as its Job Evaluation scheme, and will be asking all staff to complete Job Description Outlines between October 2004 and March 2005.

These will then be scored by panels of trained analysts. UNISON has 4 members on these panels.

How can UNISON help me during this?

UNISON has a number of representatives who will be able to help. It is hoped that the whole process will be completed in time for implementation on 1st August 2005.

Continued page 2.....

NEXT BRANCH MEETING

Wednesday

6th October 2004

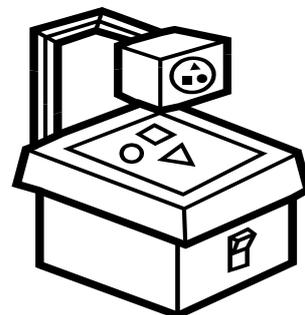
Cruciform Building

Foyer Seminar Room 1

1-2pm

The meeting will start with a Powerpoint presentation on the Pay Framework Agreement, followed by a discussion, with the opportunity to ask questions.

The new UNISON Regional Secretary, Linda Perks, will then introduce herself and join the meeting as an invited



Your Job is Being Re-Graded!

Continued...

When scoring is complete, the unions will be involved in the pay-modelling exercise to determine the new grading structure for UCL. Staff with the same HERA score will be on the same grade, no matter what their staff group is.

It is hoped that the whole process will be completed in time for implementation on 1st August 2005.

How can UNISON help me during this?

UNISON has a number of representatives who will be able to advise you during the job evaluation process.

What happens if my job is down-graded?

There is pay protection (your pay is frozen) – “red circling” - for up to 4 years. If the top increment on your new grade hasn't caught up with your present salary by this time, you will drop to this point on the new grade. Alternatively you can request increased responsibilities which would give you a score on a grade where your current salary would exist, or you could be considered for a move to a grade with your current salary.

What happens if my job is up-graded?

You get paid more! If the salary increase would be more than 10% it can be phased over 2 years.

Or you can opt to reduce your responsibilities to a level matching your current salary, or ask to be considered for a move to a lower grade.

What if I'm unhappy with my new grade?

There will be an appeals process. UNISON representatives will be able to advise and represent you during this process.

The details of the Appeals Procedure are being negotiated by UNISON and the other trade unions.

Month 1 - for October
Job Evaluation - Allocation of Faculties and Departments by Month
Human Resources Division
Estates & Facilities Division
Faculty of Laws
SSEES
Faculty of Social & Historical Sciences

Corporate Briefing Sessions @ UCL

Date	Time	Location
28 Sept	11.30-12.30	Archway Campus Furnival LT
29 Sept	2-3	Cruciform Building LT1
30 Sept	10.00-11.00	Cruciform Building LT1

UNISON HERA contacts at UCL

Branch Chair:

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Branch Secretary

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HERA Reps

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Bill Savill
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Rob Connell
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Sean Lewis
sean.lewis@ucl.ac.uk

Tel Numbers:-

UCL UNISON Office ext 46587
(All day Wednesday)

UCL Pay Framework Helpline ext 09789
(UNISON contact Monday AM only)

www.uclunison.org



Rendezvous of Victory – a River Passage to

Enlightenment— by Wendy Biggin

This year marks the United Nations International Year to Commemorate the Struggle Against Slavery and its Abolition. UCL UNISON has joined Anti-Slavery International, an organization dedicated to fighting for the complete eradication of all kinds of slavery in the contemporary world, and to support those seeking reparation for such treatment in present and past times.

On Saturday 30th August, I went on the "Rendezvous of Victory" boat journey organised by numerous organisations including Anti-Slavery International, Black Information Link (BLINK), Lambeth Libraries, and the National Maritime Museum. Steve I. Martin, a Black Historian who specialises in the Transatlantic Slave Trade, took us back in time showing us main landmarks along the Thames, exploring the slave trade from the 17th century and the close links with London, especially most of the major banks and many large British corporations such as the Tate & Lyle Sugar Company.

The journey started at the Tate Pier where we heard of the involvement of the Tate family in the slave trade – Africans were traded for goods as well as being put to work in plantations throughout the Caribbean.

Apparently, there were a small number of free Africans who migrated to England and became business people during the times when the slave trade was flourishing – there is a record from the 17th century of an African who owned a Greengrocer's store in Lambeth. However, it should be noted that these free African traders were far fewer in number than those enslaved, and one can only imagine the difficulties these traders suffered.

Steve Martin gave a moving account of the Middle Passage – an horrendous sea journey during which slaves were transported to the Americas in dreadfully cramped and unsanitary conditions.

The slave trade caused the death of millions of Africans – deaths by poor conditions, brutal beatings and assaults. It was truly a holocaust of African peoples.

Lloyds Bank were the insurers of slave ships and their "cargo", and would compensate white traders who threw slaves overboard to save provisions during long voyages. No wonder, then, that an attempt is being made by some descendants of African slaves to sue Lloyds for damages and demand financial reparation for the damage done, and for the consequent negative legacy regarding poverty, unemployment and stereotypes still suffered by African Caribbean peoples in the 21st century.

Steve Martin also gave accounts of the psychological damage suffered by many slaves after their long and traumatic journey by sea – there are archives in existence giving descriptions of disorientated men wandering the streets of Greenwich, being then excluded and marginalised because of their odd behaviour as well as their skin colour. With the help of various Christian groups, particularly the Quakers and Baptist Churches (the Church was the first organization in Britain that recognised black people as full human beings), the slave trade was abolished in 1807, and slavery itself was abolished in England in 1834; many freed black men went on to fight in the American Civil War on the side of the British, as well as offering a major contribution to the seafaring activities of this country as "enforced sailors" - many black men freed from enslavement were then pressed into the Navy (as were many of the white crew), but nevertheless served as conscientious and diligent members of ship's crews.



Cutty Sark

In spite of all the terrible atrocities inflicted upon the African slaves by white men, the story is ultimately of survival, strength and ultimately victory over the abuse they endured: there were numerous uprisings of slaves in the Caribbean Islands against their white "owners", particularly the successful uprising in Haiti in 1791; many freed slaves fought for the abolition of slavery, bravely speaking out and documenting the abuse they had suffered. Anyone who has survived any type of abuse in their lives could not help but be heartened and touched by the accounts of the slaves' resistance in such dangerous and daunting circumstances. The Rendezvous of Victory boat journey was educationally transforming, and at our destination of Greenwich there was a Victory Festival right next to the "Cutty Sark" clipper ship, with music, Caribbean food and stalls selling African jewelry and clothing, and books relating to Black culture. The atmosphere was warm, exciting and vibrant. (cont p4....)

Rendezvous of Victory – a River Passage to Enlightenment

Continued...

It was an excellent remembrance of all of those who died – and survived – during the slavery holocaust spanning the 17th, 18th, and 19th centuries.

Those in attendance were asked to also remember and take action on behalf of the millions of people in slavery today: modern-day slaves are mainly women and children, trafficked across countries to be sold into domestic or sexual slavery.

Let us not forget lessons from the past, let us make sure this abuse of human rights ends now.

WEIGHT concern

Want to lose weight and get a healthier lifestyle?

Join a Shape-Up group!!

In 8 weekly lunchtime sessions you will learn

- how to achieve realistic weight loss
- healthy eating
- increasing physical activity
- shopping, cooking and eating out & gaining control of eating

Come to information sessions at UCL in October

More information in the next issue or ring 020 7679 6636

UCL UNISON, BMG

The 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 information, please contact ext 45621



UCL Staff Survey– Fill It In!

UNISON, along with other unions and interested parties has been involved with UCL in developing a staff survey which is designed to provide information about ethnic minorities in College and how they are treated in the workplace. This survey is going out on 18 October and we would urge all members (and non-members!) to take part as this will give us vital information and enable UNISON to make informed representations about how to change the culture of UCL so as to make it free from race discrimination, whether direct or indirect or "institutional racism"

Not Farewell, but Au Revoir.....

As many of you will be aware, Publicity Officer Kenn Brown, who was the innovator behind the re-vamped UNInews newsletter, has stepped down from this post. We would like to thank Kenn for all his time, energy and enthusiasm over the time that he has been Publicity Officer. However, Kenn has not given up trade union activism – he is still the Shop Steward for Residences staff and also the Joint Welfare Officer. Kenn tells UNInews that he will be very busy over the whole of September, and wishes to convey his apologies to Residences staff for being unable to deal with any case-work during that time – this will be dealt with by other Branch Officials



Women in UNISON 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, gender prejudice, and gynaeophobia 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. Please see times and venue of next meeting:-

Wednesday 13th October 12-1pm, Cruciform Building Room B09.

For further information; Please contact Sarah Alleemudder on **ext 24230**



- The third European Social Forum (ESF) will take place from 15-17 October in London.
- The ESF is a giant gathering for everyone opposed to war, racism and corporate power, everyone who wants to see global justice, workers' rights and a sustainable society.
- The ESF emerged from the spectacular success of the World Social Forum which opened in Porto Alegre, Brazil in 2001. Its first two gatherings in Florence (2002) and Paris (2003) attracted over 50,000 participants from across Europe and beyond. It is a chance for people from around the world to come together to engage in debate, organise action and build networks to strengthen our movement.
- All plenaries and seminars will be simultaneously interpreted by Babels volunteers into five languages. English, French, Italian, German and Spanish will be the main languages but some sessions will also be translated into Greek, Hungarian, Polish, Russian, Turkish and many other languages.
- The Forum will be launched with a large opening event on Thursday 14th followed by three days of discussion and debate involving leading activists from around the world as well as music, drama, film-showings and exhibitions celebrating the global movement. The key themes addressed will be:
 1. War and peace
 2. Democracy and fundamental rights
 3. Social justice and solidarity: against privatisation (deregulation), for workers, social and women's rights
 4. Corporate globalisation and global justice
 5. Against racism, discrimination and the far right: for equality and diversity
 6. Environmental crisis and sustainable society

The Assembly of Social Movements, an open decision making body, will also meet on the Sunday morning followed by an International demonstration through central London on Sunday afternoon. This year's ESF in London will bring together thousands of people from across the UK, Europe and the world and is an unmissable event for everyone who wants to see a better world. Demand for places is expected to be high so if you wish to attend you will need to register early.

HIGHER EDUCATION BRANCH SEMINAR

UNISON Education services will be holding a branch three-day seminar for members in higher education institutions from Thursday 18 November until Saturday 20 November 2004.

The seminar provides an opportunity to discuss a range of issues affecting members in higher education on a variety of topics. There will be keynote speakers and workshops. The main areas obviously will be on the Pay Framework Agreement.

UCL UNISON will be meeting the travel and subsistence costs of any branch delegates attending the seminar.

For more details or to obtain a registration form, please contact your rep or the branch (unison@ucl.ac.uk 020 7679 6587).

Sickness Absence Policy and Capability Procedure

Questions and Answers

What are the trigger periods?

If you have a total of twelve or more days absence and/or 6 or more separate periods of absence over a rolling twelve month period.

Would I still be called to a review meeting if I have a medical certificate for my absences?

Yes, certificated absences do count; the only exemptions are post operative recovery or absences resulting from a broken leg or similar accidents.

How much notice do I have if I'm called to a sickness review?

You should have a minimum of 7 days' notice **in writing**; it should also be noted that your manager should have had a meeting with you **before** the sickness review procedure is initiated to discuss your sickness absence; this should occur as soon as your management starts to perceive it as being a problem.

Can I take a trade union representative with me?

Yes, you can take either a trade union rep or a friend with you

What are the consequences of a sickness review meeting for me?

At the first review meeting, targets are set for the next 6 -

12 months (depending on what is agreed at the meeting); your union rep may also raise any Health & Safety issues which could affect sickness absence levels, and actions may be agreed. You will receive a letter from your Line Manager confirming the set target.

Sometimes Line Managers refer staff to Occupational Health for an assessment.

If you exceed sickness targets for a second time, and are called a second review meeting, this time with a Human Resources Officer present; another target will be set. If the second target is exceeded, the Capability Procedure may be invoked. In the case of repeated short term absences, Stage 3 of the Capability Procedure. This is the start of the formal part of the Capability Procedure.

Can I dispute the target set by my line Manager?

The targets should be agreed by all parties; instances where Line Managers have imposed targets if they and the Human Resources Dept believe they are reasonable.

SICKNESS
ABSENCE-
KNOW YOUR
RIGHTS!

Branch Meetings are now held on 1st Weds of the month 1-2 pm

Next Meeting:-

Wednesday

6th October

1-2 pm

Cruciform Building

Seminar Foyer

Room 1

Please send agenda items to the Branch Chair Wendy Biggin W.Biggin@ucl.ac.uk

before end of business Monday 4 October

APPLICATION FORM *Join UNISON altogether a better union*

1. Your PERSONAL DETAILS

Please tick box below

Mrs	Ms	Miss	Mr	Other
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First name	Other initial
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Surname/Family name	Date of birth
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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

Contact tel/voice/text/email

2. Your EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

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 (set Oct)

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

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.
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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:

- ★ Black Members Officer (VACANT) unison@ucl.ac.uk
- ★ Chair Wendy Biggin w.biggin@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 Officer (VACANT) unison@ucl.ac.uk
- ★ Membership Stephanie Smith s.smith@public-health.ucl.ac.uk
- ★ Minutes (VACANT) unison@ucl.ac.uk
- ★ Lesbians & gay men's Graeme Kennett g.kennet@ucl.ac.uk
- ★ Publicity officer (VACANT)
- ★ 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

Workplace rep

- ★ HCS Sarah Alleemudder see previous column
- ★ ISD Hazel Crossley
- Safety Reps**
- ★ Civil Engineering Marie Parker m.parker@ucl.ac.uk
- ★ EISD 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 Adam Horne adam.horne@ucl.ac.uk
- ★ Residences Colum McDermott see previous column
- ★ Residences Marcela Wanasen see previous column
- Accredited Learning Reps**
- ★ Sarah Alleemudder see previous column
- ★ Wendy Biggin see previous column
- Delegates to Committee for Equal Opportunities**
- ★ Sarah Alleemudder see previous column
- ★ Marigold Nunes unison@ucl.ac.uk
- Delegate to Safety Committee**
- ★ Sam Atack See previous column
- HERA Reps**
- ★ Sarah Alleemudder
- ★ Andre Burbidge
- ★ Hazel Crossley
- ★ Jane Ferrie
- ★ Wendy Biggin
- ★ Maria Cotera
- ★ Marie Parker
- ★ Tom Silverlock
- ★ Bill Savill
- ★ Oliver Thomas
- ★ 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 15 October 2004

This newsletter is published by UCL UNISON inc.

London School of Hygiene and Royal Veterinary College

The views expressed in this newsletter are not necessarily those of the editor 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

