

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

16 OCTOBER 2003

140 Schools - SHUT
35 Libraries - SHUT
Refuse Collection - STOPPED
Mail Delivery - STOPPED
UCL - BUSINESS AS USUAL

**UCL SUPPORT STAFF STOPPED
FROM STRIKING IN LONDON
WEIGHTING LETDOWN**



Picket Lines during our successful September Strike Action.

Despite the success of our 2 day strike in September and an enormous groundswell of support by UCL UNISON members, UCL UNISON support staff were effectively banned from joining the broader 16 October 1-day strike in support of our claim for an increase to £4,000 London Weighting.

At the October UCL UNISON Branch Members meeting, members voted overwhelmingly to take strike action on the same day as Local Government and Postal Workers. But when this was presented to our Regional Organiser, rather than this being a significant opportunity in the advancement of our cause, we were given a firm and resounding NO answer.

CHILLING WARNING
FROM UCL UNISON;

**IS
A BIG BROTHER
WATCHING YOU**



You might have seen these signs displayed around UCL - But what you won't have seen are the private investigators used by UCL to spy on staff.

DO YOU KNOW WHO'S FOLLOWING YOU?

**★ FULL SHOCKING
STORY ON
PAGE 2**

★ London Weighting
Dispute on Page 3

★ Strike Pay Claim
Form on Page 4★

STEWARDS' SURGERY.

All the things you wanted to know
but were afraid to ask!

“UNION MEMBERSHIP?” “WHAT’S IN IT FOR ME?”

Apart from knowing you have protection from the UK’s largest union, there are many other benefits to joining UNISON. Even if you never need to use the union for workplace or disciplinary matters, there’s so much more UNISON offers you in other benefits.

What you get for your subs;

Legal Advice

Legal advice and assistance for members *and their families* on issues including accident and injuries at work, tenancy problems, wills and conveyancing, criminal cases, immigration and medical negligence.

UNISON Welfare

Our registered charity providing support at times of personal difficulty.

Lifelong Learning

Open College; promoting and encouraging the personal career development of members.

Learning and Organising Services: comprehensive training provision for activists.

Insurance and Finance

UIA Insurance: exclusive, low cost insurance for members and their families.
Britannia Building Society; special offers on mortgages and savings.

Frizzell: Unbeatable value motor insurance, personal loans and independent financial advice.

Britannia Rescue: save up to 20% on road rescue services.

Medicash: The UNISON endorsed health cash plan which supports the NHS.

Holidays

Croyde Bay Holiday Village: UNISON’s very own holiday village in North Devon.

UNISON Holiday Club: great discounts on flights, ferries and bargain holidays.

Computers, internet and electrical

UNISON plus: Internet access including pay as you go broadband.

BT Home Computing: helping you choose and use the right PC.

Jones of Oakwood: discount electrical equipment for members and their families.

Funeral arrangements

Co-operative Funeralcare: working to support members in their time of need,

A Fond Farewell and A Big Thank You to Bill Lehm

Health & Safety Officer wanted!

UNInews regrets to announce the departure of Bill Lehm, long-serving and long-suffering Health & Safety Officer, from UCLUNISON committee. Bill has worked tirelessly for the health and safety of UNISON members in the workplace for several years. He has forced management to sit up and take notice of many safety issues, served on College safety committee and introduced safety inspections, audits and other procedures in departments where these had been dangerously absent. UNInews would like to extend our heartfelt thanks to Bill on behalf of all branch members, for all his dedication, enthusiasm and hard work in this role over the years.

Nominations for a new branch Health &



Safety Officer are invited – an election for the post will take place at the next Branch Meeting. This is an exceptionally rewarding post as it carries the might of UK Health & Safety law. Health & Safety officers have the legal right to carry out their union duties without harassment, and are entitled to paid facility time for this. The role may be shared by 2 or more members, and training will be provided. Interested? Contact the branch for more information. Nominations are particularly welcome from members in the manual sector.

BIG BROTHER IS WATCHING YOU!

You may or may not have seen recent publicity from UCL about the Orwell Collection and of course his famous book “1984” which coined the term “Big Brother”.

Unfortunately, UNISON found out to their dismay, that such notions as contained in this book were put into practice against one of our members, when UCL hired private investigators. The testimony from these investigators was used to dismiss a member of Security staff who was charged with drinking on duty. The authorisation given for such an operation was made by the Director of Estates and Facilities Mr Richard Furter who was also a witness in the case against the member.

We also feel that there was an element of entrapment as the investigators were instructed to continue their surveillance even though they had already witnessed the alleged offence previously. Employers and employees have a general contractual **duty of mutual trust and confidence** towards each other. If an employer cannot justify surveillance on business grounds there may be a breach of contract claim where the employee believes that secret monitoring breached duty of trust.

It is also the case that under the Human Rights Act 1998 that **covert monitoring** of an employee’s work performance without their knowledge, is **unlikely ever to be justifiable** by employers. And under the Information Commissioner’s *Employment Practices Data Protection Code*, it states:-
“.....Only in exceptional circumstances will it be appropriate for employers to

monitor employees without their knowledge.....”

All of the above will form part of the basis of our appeal. At the disciplinary, UNISON asked a question as to whether the department had sought authorisation from the College to check whether such action would have been appropriate. The response was that as far as the department was concerned they had acted within their remit and College policy, specifically reciting the UCL Data Protection Policy. We have written to this department before about the use of CCTV coverage but do not yet have a response. It is common place for this department to use CCTV and Deister reports in disciplinary proceedings against staff. It is however, UNISON’s assertion that although it is possible that UCL policies could be applied to the above there is not a policy that could be specifically applied in this case and others at College. UNISON feels that it would be useful to have guidelines available to staff and departments and to discuss this in that context with UCL. We are seeking to widen this discussion on surveillance of electronic and other communications with the view to seeking an agreement of some kind. We realise that many these aspects are already covered by other policies e.g. Computer Use Policy.

However, in the case of the Security Officer, who was sacked on charges of gross misconduct, which were not for a criminal offence, do you think it’s reasonable for UCL to hire Private Investigators? We think this is totally inappropriate and will cause all staff to mistrust their managers and is a misuse of College money..... but **YOU DECIDE!**

PICKETING? WE HAD IT COVERED! OUR SEPTEMBER STRIKE SUCCESS!



UCL An Old fashioned attitude toward London Weighting

The September strike action on the first 2 days of registration week, Monday 22 and Tuesday 23 September were an enormous success with many parts of the College ground to a halt. There were no library services, no cluster room services, and registration was severely affected:



Bins were left full to overflowing and there were no postal deliveries as good trade unionists from the CWU refused to cross our picket lines and turned back.

Picket lines were very well attended and our picketing rota certainly paid off as UNISON and the AUT had every main campus entrance covered, enabling us to distribute over 10,000 leaflets to students eager to learn of our plight and how our dispute relates to student issues such as fees, loans and grants.



Student Saadia Shows Her Support, "I hope you win"

In general, we received a very good response from students who showed overwhelming support for our actions and were very encouraging in their comments.

The mood on the picket lines was up-beat and was very special for us as it marked an escalation of our dispute involving joint action with the AUT. This was the first time the AUT at UCL had joined us for 2 days of strike action.



Film Crew on the Monday Picket Line

Media coverage was excellent and UCL UNISON gained widespread publicity for our workers' plight with news reports throughout the day on both BBC and ITN regional news with further coverage and interviews with the AUT broadcast on the radio.

Just how shamed or embarrassed our employers were is difficult to assess but our action must surely have left them squirming. Buoyed by the success of the strike action and determined to keep up the momentum, the October member's meeting voted overwhelmingly to take further action on 16 October together with UNISON Local Government staff and Postal workers from CWU. Our hopes were dashed on the rocks of despair by an adamant refusal by UNISON region to support our vote and back strike action on 16 October.

Despite frantic, behind the scenes activity by leading branch members and a meeting between UCL UNISON Committee and Lynette Savings we could not gain backing. What could have been a significant day of action pushing the message, "We're tired of waiting: We won't shut up and we won't go away" turned into a setback with many members feeling that UNISON has somehow turned their backs on us.



This minor setback should not detract from our ongoing campaign or lead us to forget the strength of our recent action. See page 6

DID YOU KNOW?

By using just two or three of the membership services, you can easily save the cost of your subscriptions to UNISON. All the companies used have to meet strict criteria on customer service standards and must have good employment practises and ethical trading policies that meet UNISON's aims and objectives. Of course, in order to benefit, you must be a member of UNISON. Whether it's cheaper motor insurance, great deals on holidays or personal loans at low interest, there's so much more to being a member of UNISON, Britain's largest union.

UNISON UNISON UNISON UNISON UNISON UNISON UNISON UNISON UNISON UNISON UNISON

UCL UNISON BRANCH OPEN DAY

26 NOVEMBER 2003, 10.30AM - 6.00PM

SOUTH CLOISTERS, UCL

**COME AND FIND OUT MORE ABOUT WHAT BE-
ING A MEMBER OF UNISON CAN DO FOR YOU.**

UNISON UNISON UNISON UNISON UNISON UNISON UNISON UNISON UNISON UNISON UNISON

LONDON WEIGHTING STRIKE PAY CLAIM FORM

GUIDELINES FOR COMPLETION

Please complete all section of the form. Failure to do so may prevent reimbursement of strike pay being made

Basis of payment

Action taken on either or both days on 22 and 23 Sept 2003 as part of the London Weighting dispute.

Proof

Copy payslips showing the deductions for the days of action.

Please ensure these are attached securely to the claim form.

Method of payment

The claim form should be completed and forwarded, along with the copy payslips to your branch treasurer or any other branch official or rep.

The branch will then forward the claims to the regional office for verification.

Once verified, the branch will receive payment from national funds and make payment to the member by cheque.

Detach or photocopy this form and hand it to your local rep or send it to the address below

Please complete this form and return to any UCL UNISON Branch Officer or rep. Alternatively you can send direct to **UCL UNISON Branch Treasurer, Mr Andre Burbidge, LSHTM, Library, Keppel St, LONDON WC1E 7HT.**

Please attach copies of payslips showing strike deductions.

Name (Print).....

Workplace Address.....

.....
.....
.....

Home Address.....

.....
.....
.....

Contact Number (in case of query).....

Membership Number.....

Branch.....

Employer.....

Please tick the boxes you were out on strike

Sept 22 **Sept 23**

Signature.....

For branch use:

Branch Officer Signature.....

Position Held.....

Kay McDonnell a commemoration

Andre Burbidge, Shop Steward.

Retired member Kay McDonnell died in her sleep on 16 October 2003 after a long illness.

Kay worked at LSHTM for 15 years, latterly as PA to the Accountant, specialising in insurance for overseas travel. I remember Kay as a staunch UNISON member with a strong sense of natural justice. Kay had encountered injustice in her workplace via a bullying former manager.

I persuaded Kay to stand as an activist at the 1999 AGM where she was elected as Safety Rep, a role she filled conscientiously until her retirement in 2001. It is clear from the correspondence I have on file that she was not going to take any nonsense from management on health & safety.

Kay also assisted with other union activities at LSHTM, especially recruitment. She took a keen interest in campaigns of the branch, such as Paul Robinson.

Branch Briefs

☆ UCL UNISON BRANCH MEMBER WINS £7,265 COMPEN- SATION FROM UCL!

Last month, with aid and assistance from UNISON, one of our branch members was awarded £7,265 compensation as a result of a workplace incident.

☆ WEBSITE DOMAIN NAME RENEWED

The web address; www.uclunison.org was renewed to enable members to keep in touch with us and our issues online. There were some initial problems with our webserver causing the site to be down for a while. Our site is now up and running again and you can visit us and find out more on; www.uclunison.org

☆ GENEVA SURVIVOR AND IRAQ DELEGATE TO VISIT UCL ON 5 NOVEMBER!

UCL UNISON's next branch members'

meeting, on Wednesday 5th November at 5.00pm in the Council Room, will be hosting a visit from journalist Guy Smallman. Guy, a NUJ committee member, was filming at the G8 summit protest in Geneva last June when police opened fire on the protestors. Guy was hit in the back of the leg with a stun grenade and suffered serious injuries. He has since made a remarkable recovery, and in October he joined a trade union delegation to Baghdad, Iraq, where he met Iraqi trade unionists and learned first-hand about the effects that the war and subsequent occupation is having on the Iraqi people. The delegation was organised by UK trade unions with the Stop the War Coalition, to which UCL UNISON is affiliated. Guy is hoping to recoup the cost of his trip through donations from UK trade union branches, and a proposal has been made that UCL branch donates £100 towards these costs. Guy will be presenting a slideshow of his Iraq visit at the branch meeting. Please come and hear his report, and vote on whether or not your branch should make a donation.

☆ MEETINGS MINUTES RECORDER WANTED!

We still have a vacancy for someone to record the minutes at Branch Members Meetings.

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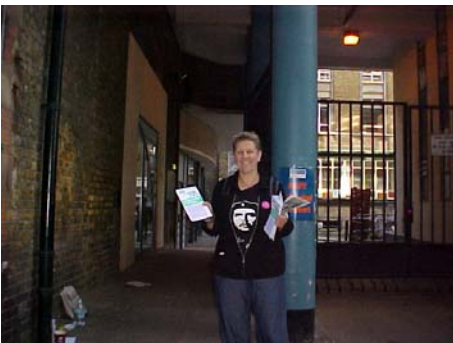
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Pickets 'R' US!

22nd and 23rd September in pictures

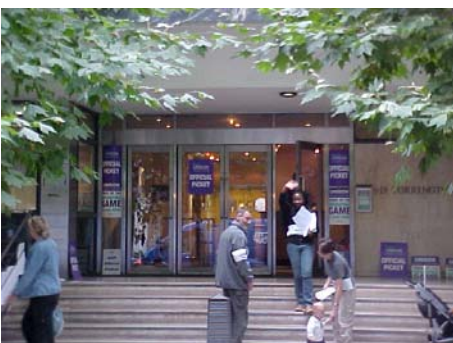


We Had every entrance covered, right from very early in the morning until well into the afternoon. Hot and cold running drinks were supplied to bolster picket's morale and keep them going. The picketing rota certainly paid off, enabling us to spread ourselves out, further raising the profile of our dispute. Film crews turned out and made our day by publicising our plight on all the London regional news channels.



Thanks to everyone who took strike action and thanks to everyone who came and joined us on the picket lines.

See you next time.....?





Next year's UNISON Women's Conference will hear the following 2 motions proposed by UCL branch. These were raised at the Women's Group meetings, which are open to all female members of UCL UNISON, and subsequently ratified by a branch members' meeting:

The delegate to 2004 National Women's conference is Marigold Nunes; Visitors are Marcela Wanasen, Sarah Alleemudder and, Wendy Biggin

1. Motion to 2004 Women's Conference on Kenyan Rape Survivors

Conference notes the 600+ allegations by Kenyan women of being raped by British Military personnel; the alleged attacks were carried out by many UK Soldiers; allegations of rapes span over a period of approximately 30 years; Many of the Kenyan women who have alleged rape were children at the time of their attack, and many allege brutal gang rapes.

Some of the women gave birth to children as a result of the attacks and were ostracised by their own community.

Even though the MoD were made aware of some of the attacks in the late 1970's, there has been no independent inquiry into the allegations. No women have received compensation.

This Conference therefore resolves:-

To raise awareness of the plight of the Kenyan rape victims to the UNISON membership and beyond;

To launch a campaign for an independent inquiry about the allegations to be carried out.

2. Motion to 2004 Women's Conference on Human Trafficking and Forced Labour

The issue of contemporary Human Trafficking is a major and multinational one; people (usually, but not exclusively girls) who are in great poverty or who are suffering persecution within their own country are vulnerable prey to the Human Trafficker.

All victims are looking for a better life are promised well-paid jobs or educational opportunities.

Many victims are children.

The trafficker uses threats against themselves or their families to coerce them into working as domestics, agricultural workers, or the sex trade; payment is withheld and they are often restricted regarding their movements.

Women's Conference Resolves:-

To raise the issues within UNISON and its' membership via launching a campaign;

To affiliate with Anti-Slavery International and work with this organisation on specific campaigns.

UCL UNISON WOMEN'S GROUP USUALLY MEETS ON THE SECOND WEDNESDAY OF EVERY MONTH.

All women members are encouraged to come and talk about anything they wish, and to raise issues of concern to them.

For further details please contact Wendy Biggin on; w.biggin@ucl.ac.uk

Or call x 09454 (am)

**Or x 37091 (pm)
See also our webpage on; www.uclunison.org**



*Facing disciplinarys,
harassment,
bullying, dismissal,
discrimination?*

UNISON *direct*
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with your branch
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Direct

UNISON Regional Council Meeting 22 October 2003

Report by Wendy Biggin



Stephen Lawrence Report: a written report was submitted; in addition, a speaker from the Regional Black Member's Committee reported that there appears to be a problem with Branch Black Member's Groups functioning effectively; there seem to be numerous reasons for this. Branches with BMG's are invited to participate in a monitoring of Black Activists/Self- Organised Black member's Groups.

Regional Secretary Nick Wright (NW) - Verbal report:-
Newham Council have drafted a "code of conduct" proposal which severely restricts trade union activities within the council. NW called this move by Newham as "dangerous precedent" which other Councils may adopt if the Council are successful in its' implementation. See motion below.
NW reported on the Local Govt 16th October LW strike; he asked LG delegates present to strongly consider the level of effectiveness of any strike action due to low membership density. The Industrial Actions Committee are to review how much the industrial action has increased membership; an increase in membership is one of the criteria to be used for the decision whether or not to sanction any further action.

Hackney UNISON: 4 union activists had previously been suspended by Hackney Council after raising the issue of Institutional Racism within Hackney Council; out of those suspended, 3 have had the disciplinary action against them withdrawn. The other activist, John Page, was dismissed and is pursuing an industrial tribunal against Hackney Council.

Local Branch Levies: UNISON's rules allow for Branches to use a percentage of members' subscriptions to form a local fund which is used for things such as Industrial Action, etc. However, the National Executive Council's (NEC) interpretation of the rules is questionable; they appear to put obstacles in the way of Branches that wish to take up the option. Please see "Motions" below.

London Weighting: David Eggmore from Camden UNISON reported that the 16th October strike had been (overall) a success in terms of members going on strike; however, the one day strikes are not being effective in gaining concessions from employers.....selective action has taken place over the summer; this also has not achieved its' purpose.

There is now a plan of action to combine selective and all-out strikes; this has not yet been agreed by the Industrial Action Committee. The view of UNISON at National level is that the campaign is going nowhere...

Local Govt had an offer in April of £201

extra p.a. T&G and GMB members voted to accept, UNISON to reject; after the 16th October strike, the employers have now completely withdrawn their offer. This puts T&G and GMB in an extremely difficult position....they are consulting members on the issues.

Motions:

"GLA and Mayoral Elections 2004" The proposal is to support Ken Livingstone's campaign to continue as Mayor. As KL is not the Labour candidate, UNISON rules do not allow the region to support him financially, the proposal is that KL is reinstated into the Labour Party asap, and UNISON creates a manifesto setting out its' priorities, and by which mayoral candidates' responses to the manifesto shall be measured re: desirability of candidate for UNISON's aims. The motion also seeks to ensure no UNISON resources are used to support New Labour candidate Nicky Gavron. Proposal passed.

"Fair Trade" Regional Women's Committee called on Council to promote Fair Trade products to be used within UNISON.
Motion Carried.

"The Anti Bin Tax Campaign" in Eire, a campaign similar to the against the poll tax has been taking place. It has been completely ignored by British Press. Members of the Public are made to pay a special tax to have their dustbins emptied regularly. Those who don't pay don't have their rubbish collected. he tax has resulted in widespread protests involving both the Council Workers and members of the public. A Dublin Councillor and Councillor from the Socialist Party have been jailed for refusing to abandon their campaign. The motion as to send a letter of protest to the Irish Govt and Dublin City Council about the jailings; to send messages of support to the Councillor and MP who were jailed; and to donate £500 to aid with legal costs.
Motion Carried.

Emergency Motions:

a) "*Victimisation of Newham UNISON*" Newham Council have removed facility time from 3 of its' full time officers; they are also threatening to limit the number of shop stewards in the Branch, and are seeking to impose a "code of conduct" whereby the Branch cannot criticise the council in its' (the Branch's) newsletter. It is felt that the LW strike action has played a significant part in the Council's action. NB Newham is a Labour Council!!
Branch Secretary Irene Stacey gave an impassioned plea for support in the form of emails and letters. It was agreed that the

regional secretary would look into the European Human Rights Legislation on this issue.

b) "*George Bush*" 2 separate Branches put forward requesting that UNISON calls on the Govt to cancel the visit, and that all UNISON members (inc. MP's in UNISON) boycott the visit.

One of the motions also proposed that if the Govt wouldn't call off the visit, UNISON should publicise the November 20th demonstration being organised by Stop the War. Both motions passed.

c) "*Islington Highbury Resources Centre*" The centre has been subjected to a "best value" review – many key roles are to be deleted. Management did not consult the union about the "review", which took place during LW selective strike action. The Branch Secretary is also being persecuted by the Social Services management. A ballot for strike action has been initiated. Members of the Branch have offered to come to other Branches and speak on their experience. The motion was for the region to donate £1000, and to organise collections for striking members.
Motion passed.

Speakers:

i) The Political Rise of the BNP: Nick Knowles (who has been seconded by the TUC from anti-Nazi organization Searchlight) gave an excellent talk on the dangers of the BNP gathering political momentum; they have gained significant ground in the North of England; BNP members have been invited to Branches of GMB and FBU to give talks....The unions have a key role in educating members and stopping BNP from gaining political clout. The BNP are not only racist, but also promote forced sterilisation of disabled people. Regional Council voted to donate £10,000 plus another £10,000 from the General Political Fund to finance a full time Searchlight worker dedicated to fighting against Nazi organizations like BNP. UNISON has just made a leaflet about asylum seekers, dispelling common myths/stereotypes of asylum seekers being "spongers", etc.

iii) Burma: John Jackson spoke about the forced labour of thousands of people in Burma; they are threatened with rape, beatings, and threats are made against the slaves' families if they do not comply with the abusers' wishes. Hundreds of supporters – mainly women – of the beleaguered Democratic Party were beaten to death in protests after the leader of the Party was attacked by Burmese military police....

Branches were urged to raise the profile of the Burma situation to their memberships. The UN has been called to boycott the Burmese Govt.

New Subscription Bands A Message from UCL UNISON

At Conference this year, after much debate and a very narrow show of hands, a card vote was held on the issue. After a count the result in favour of the changes was announced but on a very narrow majority.

UCL UNISON voted against the changes, not because we are against alleviating the lot of the low paid but, because the changes represented a significant increase for a great many of our members. With a higher branch membership, our vote might have tipped the balance, that's why we're always encouraging you to recruit new members - to give us a greater say locally and nationally.

We are disappointed the resulting change has by and large been left to local branches to announce. Something as significant as this should really have been announced to members from our national organisation, not left to us to deal with at the last minute. Unfortunately, due the September strike there was not enough time and space to cover this issue in the September *UNInews* newsletter.

Below and to the right is what UNISON nationally announced via '*focus*', the activists newsletter.

However, even with the changes, union membership is still very important and worthwhile: by taking advantage of membership services you could even save what you pay in your yearly subscriptions.

THE LOW DOWN

This is the first time that subs have rebanded in 10 years

The average wage in 1993 was £16,000 – in 2002 it was £23,000

Subs are banded according to wages – the more you earn the more you pay

Most members will now pay 0.75% of their earnings in subs

The union's overall income from subs will not change

The average UNISON sub is lower than that of competitor unions – just £7.80 a month

The subs rebanding was voted for by members at national conference

The previous seven subs bands have been replaced with 11 new ones

**The effective date for the new rates is
1 October 2003**

From Each According to Their Ability....

Subscription Band Changes Explained

UNISON prides itself on providing unrivalled services to members. Our legal representation, skilled pay bargaining and education opportunities are second to none – which is why we're the biggest union in the UK.

All these first-rate services are paid for by members' subscriptions – but unlike other unions, UNISON subs are banded according to members' income.

Those on lower income pay

less than their better paid colleagues, but services are provided to all members regardless of their wealth.

The union's subscription bands were set when the union was launched 10 years ago and have not been revised since then: despite wage rises, inflation and changes in the workforce.

The average wage in 1993 when UNISON was formed was £16,000. By 2002, it has risen to £23,000, but UNISON's top subscription band still started at £25,000.

After repeated branch requests, conference voted this year to replace the previous seven subs bands with 11 new ones. This is not a subs increase: the union's income remains the same, but the financial burden is shared more fairly among members. Many, especially those on less than £7,000 a year, will see their subs go down. Oth-

ers will pay more or less the same, but some will see a rise.

Members earning between £17,000 and £19,000 will see a rise of just under £2.00 a month - but these members have been paying a much lower proportion of their wages than lower paid members.

Until now, everyone earning more than £25,000 paid the same, no matter how much they earned. Now those earning £35,000 or more will pay £5.69 more a month. This may seem a stark rise, but it is the only update since the union was formed.

For the first time in 10 years, most members will pay a similar 0.75% of their wages in subs: a much fairer system.

And the average UNISON sub is still lower than those of other unions at just under £7.80 per month.

New Band	Earnings	Subscriptions		Money Change	New sub as % of earnings	Old sub as % of earnings
		Before	After			
A	£0–£1,000	£1.81	£1.30	–£0.51	3.12	4.34
	£1,001–£2,000	£1.81	£1.30	–£0.51	1.04	1.45
B	£2,001–£3,000	£3.90	£3.50	–£0.40	1.68	1.87
	£3,001–£4,000	£3.90	£3.50	–£0.40	1.20*	1.34
	£4,001–£5,000	£3.90	£3.50	–£0.40	0.93	1.04
C	£5,001–£6,000	£5.34	£5.30	–£0.04	1.16	1.17
	£6,001–£7,000	£5.34	£5.30	–£0.04	0.98*	0.99
	£7,001–£8,000	£6.59	£5.30	–£1.29	0.85	1.05
D	£8,001–£9,000	£6.59	£6.60	£0.01	0.93	0.93
	£9,001–£10,000	£6.59	£6.60	£0.01	0.83*	0.83
	£10,001–£11,000	£7.78	£6.60	–£1.18	0.75	0.89
E	£11,001–£12,000	£7.78	£7.85	£0.07	0.82	0.81
	£12,001–£13,000	£7.78	£7.85	£0.07	0.75*	0.75
	£13,001–£14,000	£7.78	£7.85	£0.07	0.70	0.69
F	£14,001–£15,000	£7.78	£9.70	£1.92	0.80	0.64
	£15,001–£16,000	£9.57	£9.70	£0.13	0.75*	0.74
	£16,001–£17,000	£9.57	£9.70	£0.13	0.71	0.71
G	£17,001–£18,000	£9.57	£11.50	£1.93	0.79	0.66
	£18,001–£19,000	£9.57	£11.50	£1.93	0.75*	0.62
	£19,001–£20,000	£9.57	£11.50	£1.93	0.71	0.59
H	£20,001–£21,000	£13.57	£14.00	£0.43	0.82	0.79
	£21,001–£22,000	£13.57	£14.00	£0.43	0.78	0.76
	£22,001–£23,000	£13.57	£14.00	£0.43	0.75*	0.72
	£23,001–£24,000	£13.57	£14.00	£0.43	0.71	0.69
	£24,001–£25,000	£13.57	£14.00	£0.43	0.69	0.66
I	£25,001–£26,000	£16.81	£17.25	£0.44	0.81	0.79
	£26,001–£27,000	£16.81	£17.25	£0.44	0.78	0.76
	£27,001–£28,000	£16.81	£17.25	£0.44	0.75*	0.73
	£28,001–£29,000	£16.81	£17.25	£0.44	0.73	0.71
	£29,001–£30,000	£16.81	£17.25	£0.44	0.70	0.68
J	£30,001–£31,000	£16.81	£20.30	£3.49	0.80	0.66
	£31,001–£32,000	£16.81	£20.30	£3.49	0.77	0.64
	£32,001–£33,000	£16.81	£20.30	£3.49	0.75*	0.62
	£33,001–£34,000	£16.81	£20.30	£3.49	0.73	0.60
	£34,001–£35,000	£16.81	£20.30	£3.49	0.71	0.58
K	over £35,000	£16.81	£22.50	£5.69	0.76	0.57

* calculated at the middle of each band

WHO'S WHO IN YOUR BRANCH

Position	Name	Contact
Secretary	Tom Silverlock	t.silverlock@ucl.ac.uk
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Vice-Chair	Wendy Biggin	w.biggin@ucl.ac.uk x09454
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Womens (joint)	Marcela Wanassen	unison@ucl.ac.uk
Black Members	Charles Taylor	charles.taylor@ucl.ac.uk
Recruitment	Bill Martin	bill.martin@ucl.ac.uk x09454
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International	Anne Johnson (joint) retired	unison@ucl.ac.uk
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Position	Name	Contact
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Welfare (joint)	Kenn Brown	See above
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EISD	Wendy Biggin	See above
HCS Workplace rep	Sarah Alleemudder	See previous column

*If you have any news or views you would like to see in **UNI news**, send them to:*

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Or email; unison@ucl.ac.uk
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