

# In UNISON

University of Nottingham Branch Newsletter – Feb 2015

## O & F Family Job Review Update

In November 2014, the University asked the Hay Group to provide job evaluation training to management, HR and union reps to ensure there would be sufficient panel availability for the Operational & Facility (O&F) Review.

In December 2014, the job evaluations of 130 role profiles were undertaken, to a very tight schedule, as a result some panels did not have Unison representation and were not rescheduled by HR.

Following the job evaluations, two sore thumbing exercises took place, chaired by a Hay Group representative, whereby all those who participated in the job evaluations, reviewed where all the roles sat against one another and to raise any queries. The queries raised included the deskilling of some roles and creating aspirational roles as opposed to factual roles, as a result a number of roles were returned for review.

Unison lodged a formal dispute against the University in relation to the O&F review. Further details can be found on the web [Unison.org.uk/news](http://www.unison.org.uk/news) date 12<sup>th</sup> Jan 2015, <http://www.unison.org.uk/news/university-plan-to-squeeze-wages-sparks-dispute> we also enclose the details in this newsletter.

Following the formally lodged dispute a meeting was held on 16 January 2015 with the Assistant Director of HR, the Chief Estates Officer, Unison East Midlands Head of Higher Education together with some Unison job evaluation panellists/members. The meeting was to clarify Unison's formal dispute letter and the University's subsequent response and to look at a way forward.

The dispute focussed on the lack of an appeal process in place for O&F staff, the tight schedule and lack of Unison representation on some of the panels and some other issues raised by Unison panellists. At the meeting the Chief Estate Officer stated this O&F job evaluation is not cost cutting exercise.

At the time of the publication of this newsletter Unison is still in dispute with the University.

## Delivering Project Transform

---

Unison were invited to a meeting with management on 29 January 2015 and were informed of the way forward re Project Transform. We were assured a communication from the University would be sent to all relevant APM staff week commencing 2 February 2015, so trust all those affected will now in receipt of this communication.

The University have expressed that they wish to continue the discussions with us, as Trade Union representatives, throughout the programme.

## Book Now for Young Members' Weekend

---

Every year, more than 100 Unison young members from across the UK gather in the spring to find out more about the union and, more importantly, how they can play a part in the Union's campaigning to defend public services.

This year's young members' weekend will take place on 15-17 May in Nottingham - just over a week after the general election. It will come against a background of unremitting attacks on public service, and on young people, so one focus will be a practical campaigning activity, including approaching members of public to get our case across.

Weekend costs including accommodation, meals, childcare and other appropriately incurred expense will be met by Union.

To take advantage of this opportunity, you must be under 27 years of age on 17 May and should contact your branch secretary or your regional young members contact for details. Or you can email the full name, branch name and membership number of anyone who would like to attend to [young.members@unison.co.uk](mailto:young.members@unison.co.uk) no later than 20 March. You can also find more details at [www.uniosn.org.uk/category/2406](http://www.uniosn.org.uk/category/2406)

## It is NEC Election Time

---

With the general election less than 100 days away, it is worth reminding members that this is also a Unison election year-voting for the union's national executive council, or NEC, takes place as well. The NEC elections take place every two years, with members voting in a postal ballot to elect executives to represent their region and their service group (including community, energy, healthcare, higher education, local government, police staff, water environment and transport). At least two-thirds of the seats are held by women and 13 seats are reserved for low-paid women. There are also additional seats for black members and young members.

Nominations for this year's election opened on 12<sup>th</sup> Jan and close on 20<sup>th</sup> Feb. you can find out more and download the necessary paper online at [unison.org.uk/elections](http://unison.org.uk/elections).

As the senior body of the union, the NEC is made up of ordinary/lay members and decides on issues, policies and campaigns between conferences, while

working with UNISON staff to support members.

NEC members also represent the Union and our membership to the wider world. The ballot itself opens on 7<sup>th</sup> April and closes on 15<sup>th</sup> May. Members will receive a ballot paper with a prepaid envelope to return it to an independent scrutineer.

A ballot helpline will be open from 14<sup>th</sup> April to noon on 12<sup>th</sup> May for members' queries. The results of the ballot will be announced in early June and the new NEC will take office from the end of this year's national delegate conference later that month, until 2017.

## AGM info

---

The next AGM will be held on 30<sup>th</sup> March 2015 at 10:30, the venue is A39 Sir Clive Grange Building. Nomination form is enclosed. **Please send it back by internal free post to the UNISON Office (C/o Paula Campbell), Room E133, Portland Building, University Park, by noon on Friday 13 March 2015.**

HR has advised managers that members are allowed time to attend the AGM- including the travel time.

## Training Course University

---

**Equality - Still on the Horizon (as part of the Midlands TUC Women at Work Week)** this training course is available on Thursday 5 March 2015, from 10am to 4pm Venues: **Nottingham**, Leicester, Stoke-on-Trent and Solihull

More courses are run at **Nottingham Unison East Midland Regional Office**, **the closing date for applications** is one month before the 1<sup>st</sup> running date

**Build Your Confidence** (2Days) 13 and 14<sup>th</sup> May 2015

**Interview Skills** (2Days), 17, 18<sup>th</sup> June 2015

**Develop Your Computing Skills Introduction to Computers** (5 half-day sessions) 2, 9, 16, 23, 30 July 2014

**Manage your Stress**(1Day) 19<sup>th</sup> Oct 2015

Please negotiate with your line manager on time release, please also contact our learning rep Maggie McPhee on internal ext 68621 or 8468621 or branch secretary Paula on internal ext13401

## Plan to Squeeze Wages Sparks Dispute

---

UNISON has lodged a dispute with the University of Nottingham over plans to re-evaluate roles for its lowest-paid support staff that will see poorly paid workers' incomes squeezed even further.

The University's mission statement says "Our purpose is to improve life for

individuals and societies worldwide", but it's lowest paid staff struggle on some of the lowest wages in higher education.

In response to a UNISON freedom of information request in March 2013, the university revealed that, over a year, it spent £884,232 on agency staff, but the union points out that the cost of bringing the 569 staff who are paid less the living wage in line with the current rate would be around £550,000 for a year.

The University's accounts show that total income increased by £41m in the last financial year, leaving it with a surplus of £22m. But the university says it can't afford the living wage.

Despite these low wages, it is now trying to "re-evaluate" the roles of its lowest-paid staff - without full consultation with UNISON.

UNISON East Midlands head of higher education Catherine Mellors noted that, at the same time, "operations and facilities staff have less favourable terms and conditions, so they cannot move naturally up the pay scale, and have a more stringent disciplinary process than other staff."

Nottingham University is not part of national pay bargaining, but negotiates pay locally.

The union says that "far from improving life for individuals, the University leaves its own staff struggling to pay their household bills or pay their pension contributions."

Yet at the same time, the number of staff earning more than £100,000 a year has risen from 115 to 134, at a cost of £16m.

The vice chancellor alone takes home a £357,000 pay and bonus package. This includes an 'accommodation top-up' of £42,000, £39,000 in lieu of pension contributions and private health insurance paid for by the university - which has its own medical school on site.

"The disparity in income at the university and the employer's refusal to pay a fair wage for low-paid members shows a lack of judgment," says UNISON national secretary Jon Richards.

"Too many vice chancellors don't understand the growing revulsion at the expanding differentials between low paid staff and overpaid leaders.

"Nottingham University has made itself one of our top targets in our living wage campaign. We will be watching them very closely from now on."

Ms Mellors added that the University "is making a lot of noise about investment in the student experience and new buildings, but it is very quiet about being an employer that does not pay its staff a living wage."

UNISON in education,

UNISON East Midlands

**UNIVERSITY OF NOTTINGHAM UNISON BRANCH  
NOMINATION FORM 2014/2015**

The strength of any union is the willingness of its members to support each other and to get involved. Nominations are required to make **YOUR** Branch effective.

NAME \_\_\_\_\_ MEMBERSHIP NO. \_\_\_\_\_

- |                                 |                          |
|---------------------------------|--------------------------|
| BRANCH SECRETARY                | <input type="checkbox"/> |
| BRANCH CHAIR                    | <input type="checkbox"/> |
| BRANCH TREASURER                | <input type="checkbox"/> |
| MEMBERSHIP/RECRUITMENT OFFICER  | <input type="checkbox"/> |
| COMMUNICATION/PUBLICITY OFFICER | <input type="checkbox"/> |
| EDUCATION CO-ORDINATOR          | <input type="checkbox"/> |
| LIFELONG LEARNING CO-ORDINATOR  | <input type="checkbox"/> |
| LIFETIME LEARNING REP           | <input type="checkbox"/> |
| WELFARE OFFICER                 | <input type="checkbox"/> |
| HEALTH AND SAFETY OFFICER       | <input type="checkbox"/> |
| HEALTH AND SAFETY REP           | <input type="checkbox"/> |
| INTERNATIONAL OFFICER           | <input type="checkbox"/> |
| EQUALITY DIVERSITY OFFICER      | <input type="checkbox"/> |
| YOUNG MEMBERS' OFFICER          | <input type="checkbox"/> |
| RETIRED MEMBERS' OFFICER        | <input type="checkbox"/> |
| STEWARD                         | <input type="checkbox"/> |
| WORKPLACE REPRESENTATIVE        | <input type="checkbox"/> |

Proposed by \_\_\_\_\_ Signature \_\_\_\_\_

Seconded by \_\_\_\_\_ Signature \_\_\_\_\_

**Please return to the UNISON Office (C/o Paula Campbell), Room E133,  
Portland Building, University Park, by noon on Friday 13 March 2015**