

ucu at manchester

Useful information
December 2018

University of Manchester UCU
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GENERAL MEETINGS 2018-19

1. Thursday 27th September 2018, 12.30-1.30pm, St Peter's Chaplaincy
2. Wednesday 6th March 2019, 12.30-1.30pm, Moseley theatre, Schuster Building
3. Wednesday 1st May 2019, 12.30-1.30pm, Moseley theatre, Schuster Building

ANNUAL GENERAL MEETING

Wednesday 5th June 2019, 12.30-1.30pm, Zochonis theatre A

UMUCU Committee

2018-19

University and College Union is the largest trade union and professional association for academics, lecturers, trainers, researchers, and academic-related staff working in further and higher education throughout the UK.

UMUCU Officers

President: Gregory Lane-Serff

Vice president: Philippa Browning

Secretary: Adam Ozanne

Treasurer: Kamie Kitmitto

Equalities officer: Wendy Olsen

Assistant secretary campaigning: David Swanson

Assistant secretary health & safety: Tanya Aspinall

Assistant secretary retired members: Paul Bennett

Assistant secretary newsletter/website: Janice Ellis

Ordinary executive members

Lawrence Benson

George Bickers

Louise Carney

Sarah Darley

Eleanor Davey

Linda Davies

Pierre Fuller

Alex Gunz

Kirsty Keywood

Anh Le

Caroline Martin

Lydia Meryll

Blaise Nkwenti-Azeh

Mike Sanders

David Scott

Alexia Yates



This leaflet provides links to a range of information relevant to staff and students at the University of Manchester. We have included materials produced by UCU (indicated as 'UCU link'), resources from the University (indicated as 'UoM link'), and other documents related to issues in higher education today.

They reflect some of the key areas in which we will be working for local members in the coming year - fighting casualization, promoting equality, supporting staff dealing with unreasonable workloads, and renewing democratic participation in the University. Please contact ucu@manchester.ac.uk or your local contact to get involved!

Governance

We are the University

The University of Manchester's principal academic body is the **Senate** ([UoM link](#)). The Senate has 70 members, 2/3 of which are elected academic members. Get in touch with the [members](#) from your School/Faculty - they need your support.

School boards ([UoM link](#)) are the collective spaces that allow academic staff members to participate in governance. Following the M2020 job cuts several Schools have moved to revitalize boards as forums for dissent against top-down management. This goal also drives the independent Campaign for Better Governance at the University of Manchester, open to all ([link](#)). See their 2018 public interest report ([link](#)).

Other reading

- Links and documents on M2020 job cuts and industrial action ([UMUCU link](#))
- Democratic governance campaign ([UCU link](#))
- USS Brief #15 on university governance ([link](#))

Governance in the USS dispute

In early 2018, 65 campuses went on strike ([link](#)) against the evisceration of 'defined benefit' pensions in the **Universities Superannuation Scheme (USS)**.

Here are some of the key bodies involved:

Universities UK (UUK) - represents employers in USS; its 'members' are vice-chancellors or principals from universities in the UK ([link](#))

USS Trustee - the board that is responsible for the USS scheme ([link](#)), though it delegates day to day running of the scheme to an executive group ([link](#))

Joint Negotiating Committee (JNC) - composed of equal numbers of UCU and UUK negotiators

Joint Expert Panel (JEP) - set up in April 2018 following the success of the USS strikes; composed of actuarial and academic experts nominated in equal numbers from both sides ([link](#)). The JEP issued its first report in September 2018 ([link](#)), criticizing the 2017 valuation (ie vindication for the picket lines).



Equality, diversity and inclusion

A more inclusive campus for all

Staff and student networks

- UCU Equality Networks: active networks for black, LGBT, disabled and women members ([UCU link](#))
- Staff network groups ([UoM link](#))
- Student Union Diversity and Liberation Committee ([SU link](#))

International staff

- Working in the UK: a guide for EAA and non-EAA nationals ([UCU link](#))
- International staff orientation guide ([UoM link](#))
- Home Office plan to change right to strike laws for migrant workers to allow participation ([link](#))

Support and resources

- Equality and Diversity at Manchester ([UoM link](#))
- Disabled staff support ([UoM link](#))
- Report & support page ([UoM link](#))
- Living Wage Foundation ([link](#))
- The Proud Trust and LGBT Centre, Sidney Street ([link](#))
- Race, Roots & Resistance Collective ([link](#))

Workloads, stress, and mental health

Don't internalize, mobilize!

Finding support and reporting issues

- UMUCU Mental Health Newsletter #1 ([UMUCU link](#))
- Dignity at work and study policies ([UoM link](#))
- Report & support page ([UoM link](#))
- Student Union support service ([SU link](#))
- Disabled staff support ([UoM link](#))
- Disability Support Office contacts page ([UoM link](#))

Unreasonable workloads

- It's your time - UCU workload campaign ([UCU link](#))
- Stress toolkit, for branches and individuals ([UCU link](#))
- Workload principles for a common approach ([Bristol UCU link](#))

Flexible Working: You can request to work flexibly if you have worked at the University continuously for 26 weeks and haven't already made a flexible working request in the previous 12 months. Requests may be made for any reason. ([UoM link](#))



Did you know?
UCU members can offset a proportion of subscriptions paid against tax paid, and you have up to four years after each tax year to claim.
More info [here](#).

Anti-casualisation

Stamp out casual contracts

Campaigning

- Petition ([sign here!](#)) and claim on TA conditions ([UMUCU link](#))
- UCU national campaign information ([UCU link](#))
- USS Brief #31 on precarious workers ([link](#))

Know your rights

- University of Manchester redeployment policy ([UoM link](#))
- UCU advice on contracts of employment ([UCU link](#))
- Guidelines for the use of teaching assistants ([UoM link](#))
- UK Research and Innovation policy and frameworks ([link](#))

Support and professional development

- Building your career: new courses and resources for early career academics ([UCU link](#))
- UCU fixed-term, part-time and hourly paid staff member network ([UCU link](#))

Free UCU membership in between jobs: if your fixed-term position ends, you can continue your UCU membership for free while you wait to take up another job. Information and terms are available [here](#). Log in to update your membership status if this applies to you.

Pay and promotions

Pay and equality matters

HE national negotiations 2018-19: The joint higher education trade union national claim has been agreed by the five HE trade unions - UNISON, Unite, EIS, GMB and UCU - and was submitted to UCEA in advance of the first negotiating meeting on 26 March. Members will be rebalotted in on the claim in January-February 2019.

Information on current pay and workforce profiles

- UCU claim covering pay, equality, workloads, and insecure contracts, 21 March 2018 ([UCU link](#))
- Equal Pay Audit and Gender Pay Gap reports 2017 ([UoM link](#))
- Athena Swan applications: these contain analysis of staff profiles and progression rates in different schools ([UoM link](#))

Career development support

- Academic promotion procedures ([UoM link](#))
- UCU Lifelong Learning ([UCU link](#))
- Staff Learning and Development ([UoM link](#))
- University mentoring ([UoM link](#)) and coaching ([UoM link](#))



USS pension strike 2018

In 2017, the mean gap between the pay of men and women in the University of Manchester was 17.1%. ([source](#))