**WINTER NEWSLETTER**

** THE WORKING DAY**

UCU is pleased that the University has capitulated on its proposal to change the start time of the working day from 0915 to 0900. UCU had already provided management with survey data that clearly demonstrated that the majority of UCU members did not want a change and that some 50% would be negatively impacted due to caring responsibilities. We had also argued that the 0915 start was consistent with the Athena SWANN charter (<https://www.ecu.ac.uk/equality-charters/athena-swan/>); was greener reducing time spent in rush hour traffic and was a competitive advantage in recruitment of staff and students.

**WORKLOAD**

100% = 100% It has been agreed that ASLs and HoS should ensure that no member of staff exceeds 100%. UCU is concerned about the potentially negative impact overwork has on the health and well-being of staff. We will support individual and collective grievances where necessary. UCU is still open to discussing very exceptional circumstances but only if we can safeguard staff and additional payment is agreed.

**ASSESSMENT OF STUDENTS**

30 minutes = 30 minutes The current WAM allows 30 mins/student/15 CATS module. It has been agreed that ASLs must ensure that the total assessment load is achievable in the time allowed taking into account the number of assessment points, length and types of assessment and feedback. Validation and ASPs are key gatekeeping points that should record the consideration given to assessment time. Please contact UCU if you need support.

**ACADEMIC COURSE LEADERS**

£ UCU is continuing to argue for the restoration of a financial allowance for ACLs and we have requested that the role is re-evaluated against the national academic role profiles. Historically, some course leaders were paid above the top of the SL scale. Whilst the demands on ACLs has increased the time and pay has not reflected this. It is neither reasonable to compel people to do the ASL role nor is it a sensible way to ensure this essential activity is executed well. It is no longer tenable for the executive to argue for cost neutral solutions when they can clearly find significant additional funds to support the uplift of all HoS salaries from grade 11 to 12.

To date an offer of a 5% increase in ACL hours has been made in return for a 50% cut in the hours for tutors of part-time students.

**RESEARCH & SCHOLARLY ACTIVITY**

 UCU continues to make representation about the erosion of RSA time by inadequate assessment time. Whilst discussion of RSA continues, significant progress cannot be made until the assessment issue is properly resolved.

**ACADEMIC CAREER PROFILES**

~~Grade 6~~ UCU has argued for some years that the grade 8 (Senior Lecturer) glass ceiling needs to be addressed. The university’s response was to start developing a number of career profiles. We are concerned that here may be an attempt to push down higher-level work to lower grades. UCU has not been formerly consulted to date. We expect any suggestions to be mapped against the national academic role profiles but have not been involved in the formative stage so wait to see the proposals. Grade 6 is not part of the post-92 job family for academics so any suggestions should begin with grade 7 (Lecturer).

**STUDENT FEE INCOME**

UCU has concern that the graphic on the university website is not a true representation of the way student fee income is used. We have requested the data on which the graphic is based.

More generally our concerns are about the scale of top slicing to support central services. The latest financial figures revealed that the university is spending about 30M on academic schools but 40M on central services. This is set in the context of data that shows UoG is spending less on academic salaries than either the national picture or our benchmark group.

UCU and UNISON have been invited to a presentation on the trends in the universities finances on 8 Mar.

**UCU MEETINGS WITH STAFF**

Please note these dates for you to meet with some members of the committee either before or after some of our regular committee meetings.

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| Day | Date | Open Meetings | Location |
| Tue | 27 Feb  | 14.30 – 15.30 | FCH HC205  |
| Wed  | 18 Apr | 14.15 – 15.15 | Park FW015A |
| Wed  | 20 Jun | 14.15 – 15.15 | Oxstalls TC201 |

UCU Committee