

Surrey
Branch

UCU
University and College Union

Newsletter



Pay negotiations 2018-19: where are we at?

It's that time of year again: the HE pay negotiations are in full swing and the consultative ballot closed 27th June. The initial Universities & Colleges Employers Association (UCEA) pay offer was 1.7% (or £350 whichever is the greater), which fell short (!) of the UCU pay claim of 7.5% (or £1500 whichever is the greater).

Following the last negotiation meeting at the 10th of May, UCEA's final offer is now 2% for staff on spine point 16 & above, and £425 for staff on spine point 15 and below.

UCU advised members to Reject the 2%, as at the very least, a pay offer should match inflation, keeping inflation-adjusted salaries

constant. As such, existing salaries should at least be increased by the RPI measure of inflation (which in March 2018 stood at 3.3%). UCU also argues that our inflation-adjusted salaries (again using the RPI measure of inflation) have fallen by 17% since 2009. As such, an additional increase in pay is needed to start recouping this cumulative loss of inflation-adjusted pay since 2009.

82% of members voted to reject the offer and 65% said they would take industrial action to defend pay. The turnout was 47.7%. In August you will be receiving a formal ballot paper and we will be asking whether you have '**voted**'!

UCU represents academics, lecturers, trainers, instructors, researchers, administrators, managers, computer staff, librarians and postgraduates.

JNCC Meetings...

The Joint Negotiating and Consultative Committee meetings are a platform for directly influencing University policies and procedures in order to make a positive difference for staff and UCU members. The UCU Branch at Surrey puts forward its position, concerns and recommendations on a wide variety of issues, looking to improve the long term welfare of those affected by proposed changes, and acting as the voice of UCU members. The JNCC consists of the University Senior Management Team, HR, and representatives of the three recognised Trade Unions: UCU, Unison and Unite. Here, we report on some important discussions affecting the UCU membership.

Reporting back on the spring JNCC.

Senior Staff Remuneration Committee

The University reported that it will be adhering to the C.U.C. Code of Practice in relation to senior remuneration. At the time of the JNCC, this code was not yet published but will be widely available once agreed. The University also stated that it will continue to report on those earning over £100k in ranges of £10k (the University does not bargain for senior staff salary at a national level).

[As an aside from the JNCC, the code was published on 6th June. UCU nationally has described it as 'woefully inadequate'. In particular, there are concerns surrounding the fact that the code does not ban vice-chancellors from attending the remuneration committee - the committee that sets their pay.

The code states that vice-chancellors should not be a member of the remuneration committee, but may still attend meetings if they leave the room when their pay is discussed. UCU has pointed out that this 'bizarre gentleman's agreement where the boss steps outside while the committee discussed their pay deal would do nothing to tackle excessive pay.']

An additional concern at Surrey is that PWC have been commissioned to provide independent advice on senior management pay and produce an annual report. Surrey UCU questioned the independence of PWC within the JNCC meeting, given the high profile concerns raised against this consultancy firm [please see: <https://www.bbc.co.uk/programmes/b0803b0s>]. Surrey UCU will continue to raise concerns related to the use and cost of consultancy firms such as PWC.

...The Voice of UCU

Workload Planning Model

The University provided an update on the Workload Planning Model. All Schools and Departments completed their model last year and improvements have been made and updated for the upcoming year. The WPM is being circulated to HoDs currently, and training will be provided on how to complete. The University reported that they will look at any areas of concern that may be highlighted following the data collection. Surrey UCU enquired whether there is a plan to extend the WPM beyond academic staff and the University stated that there is no need to extend beyond academics, but they are open to reviewing this if issues arise.

Teaching Fellow Promotions

Surrey UCU requested clarification on the process of progressing to Principal Teaching Fellow, in particular the concern as to whether all eligible staff have access to administrative and leadership opportunities that now stand as promotion criteria. Surrey UCU stated that there may be some underhand coercive behaviour being undertaken (for example, favouritism at departmental level).

The University requested that Surrey UCU provide examples of this occurring.

Lecture Capture

In light of the new Captured Content draft policy, Surrey UCU used the format of the JNCC to request a meeting with Jane Powell as UCU had not at this point been consulted on proposed changes.

The University responded by stating that if there are particular concerns, these need to be raised. Surrey UCU stressed that staff have expressed unhappiness for being made responsible for the legal and technological aspects of the lecture capture.

NOUS Consultation

Surrey UCU asked when the NOUS report is due and whether the purpose of the consultation was to reduce jobs. The University responded stating that the report to the Executive Board is complete and an update to all faculties is imminent. In addition, job restructuring was not the purpose but the University can never promise that there will not be job losses.

If you have any questions regarding JNCC meetings, would like access to JNCC Minutes, or would like to get involved in any way, please do not hesitate to get in contact with us:

Colette Maxfield, UCU Branch Administrator: cmaxfield@ucu.org.uk

Lecture Capture and your Legal Rights

Due to the recently drafted 'Capture Content policy' we have been busy circulating information on Lecture Capture and its wider implications. You may also remember the THE article we circulated previously entitled: "**Academics 'must sign away authorship rights' to recorded lectures**" with this comment at the bottom of the article page:

Lecturers have the option under law not to have their lectures recorded without their informed consent. Even University of Nottingham managers cannot force their academic staff to sign away their rights under law.

Surrey UCU Members may not be aware that there are **legal frameworks that protect their rights** when Lecture Capture policies are being developed and implemented. These rights are contained within the umbrella legislation **Copyright, Designs and Patents Act 1988** (it is more exciting than it sounds).

As well as relevant clauses on copyright, s.182 of the CDPA (for short!) outlines the consent required for the recording of live performance. To view what is classed as an infringement, it literally only takes a moment to read the relevant section :

<https://www.legislation.gov.uk/ukpga/1988/48/section/182>

If you are wondering what this means, or its

relevance, the following section explains the remit of this legislation to live lectures:

- (2) In this Part — “performance” means —
- (a) a dramatic performance (which includes dance and mime),
 - (b) a musical performance,
 - (c) a reading or recitation of a literary work, or
 - (d) a performance of a variety act or any similar presentation

In addition, the JISC legal guide describes lectures as a '**live delivery**' and '**dramatic communication to others of opinions, thoughts and interpretation**'.

Please also note the HEFCE guidelines on this issue (contained within 'Intellectual property rights in e-learning programmes' See Page 14: http://dera.ioe.ac.uk/5972/1/06_20.pdf)

Performers' rights: 105. Contracts of employment with staff should make clear that they own the performers' rights in any video or other recording of their own lectures or presentations. Exploitation of such materials should only be undertaken by the HEI following negotiation of a licence from the member of staff.

We hope this strengthens your understanding of your rights. We also hope this gives you some insight as to why the sector norm for HE institutions is to adopt opt-in and opt-out policies (not compulsory).



CAPTURED CONTENT POLICY – CONSULTATION AND ADVICE

During the period in which UCU have been consulting about the Captured Content Policy, there have been some important and positive changes. These include that recordings cannot be used without consent, including during strike action, and that there is no staff appraisal metric associated with the use of captured content.

Feedback shows that members are prepared to use captured content in their modules, but concerns remain about time constraints; availability of support; and “enforcement” of teaching approaches. Although the Policy stipulates that Panopto use is not compulsory (this is not legal) it is anticipated that teaching staff may be under huge pressure to provide recordings of their lectures.

What the policy means for you depends on what your Department or School decides to do.

- There may be meetings amongst your Heads of Department / Directors of Learning and Teaching / Programme Directors, so approach the relevant people for information and **find out what is being planned for you**
- The policy is to be decided by the Staff-

Student Liaison Committee (SSLC) which reports to the Board of Studies. As any changes to the delivery of teaching on a module needs to go through the Board of Studies **please engage fully with your Boards of Studies meetings**

- The policy states that every module should include captured content for the next academic year (2018-19) and beyond. Bear in mind that there are hundreds of modules across the entire University, but finite resources. If your Department proposes something that seems unrealistic **ask for confirmation that the time and resources are guaranteed before agreeing**

- The Policy aims to develop local practices that are acceptable and realistic. All teaching staff should have some input into these decisions – however **if staff in your department are being frozen out of such discussions then please let us know** – this is not the intention of the Policy as we understand it from meetings with TEL.

We hope this helps, we will continue to be in touch on this issue.



Sexual misconduct and abuse in Institutes of Higher Education in England and Wales.

Two researchers, Eva Tutchell and John Edmonds, have consulted UCU about a book they are writing on sexual misconduct and abuse in Institutes of Higher Education in England and Wales. The book has been commissioned by their publishers. The commission follows information which Eva and John uncovered while writing two earlier books on women's rights: *Man-Made*, published in 2015, and *The Stalled Revolution*, published earlier this year.

Both of the authors are lifelong trade unionists. Eva is a member of NEU and was formerly a NUT representative; John used to be General Secretary of GMB. They want to ensure that the experience and views of UCU members are given proper weight in their book.

Eva and John have asked if UCU members and officials are prepared to be interviewed. They give the following undertaking in respect of confidentiality.

We will give categorical assurance to everyone who agrees to speak to us that they will not be identified or quoted in any way without their express written permission.

That is the process we followed in both our other books and it has worked well

The objective of the book is to establish the extent of sexual misconduct and abuse in Institutes of Higher Education in England and Wales, determining the reasons and offering possible solutions. The book will be based on published material and on interviews with staff, administrators and students.

As well as UCU, Eva and John will be seeking evidence, comments and views from other trade unions, from NUS, from professional bodies and from university administrators.

Anyone who is prepared to be interviewed, or would like further information, should email Eva or John at,

evatutchell@hotmail.com
johnedmonds1@hotmail.com

All our best wishes and thanks,

Eva and John



Surrey UCU: New Rep structure!

Please find listed below our new Surrey UCU Departmental Reps. If you do not find your department listed and would like to volunteer then please get in touch!

Reps will be able to chat to you about joining UCU and/or participating in current campaigns but for more complex enquiries (for example, if you are experiencing difficulty at work) please get in touch with the Branch via: cmaxfield@ucu.org.uk. We call these types of experiences and problems 'casework' and we have a small team of caseworkers who work with members to help resolve these issues.

For more info: <http://surrey-ucu.org.uk/reps/>

Biosciences: Alison Cottell

Business School: Lampros Stergioulas

Centre for Environment and Sustainability: Simon Mair

Chemical and Process Engineering: Chris Burt

English Literature: Diane Watt

Health Sciences: Jill Maben

Languages: Jose Fernandez-Tunon

Law: Rosalind Malcolm

Music and Media: Tom Armstrong

Politics: Ciaran Gillespie

Psychology: Vacant

Sociology: Vicki Harman

Vet School: Vacant

Join UCU today!

Join UCU now, it takes only 10 minutes online: <https://www.ucu.org.uk/join>

Alternatively you can ring the Membership Team: 0333 207 0719

Non academic staff at University of Surrey could choose to join our sister union UNISON. Academic-related staff may consider joining UCU or Unite – contact a representative to discuss which is most suitable for you.



Unions are effective through the strength of their membership. Members can contribute in ways that suit their personalities, spare time, skills and capabilities. All queries on this subject will be warmly welcomed: cmaxfield@ucu.org.uk