



CAMBRIDGE UNIVERSITY BRANCH NEWSLETTER August 2010

Pay and Grading

No further news to report

For info: latest inflation figures (*July 2010*)

Current RPI 5.0%

Current CPI 3.2%

RPI remains the favoured basis for inflation references in pay claims. It is the most extensive basket of goods and services and includes housing costs which for most workers is the highest outgoing.

Pensions

At the last branch meeting, in answer to a recent query about service and pensions, the union have confirmed that all past service is protected.

Comments from the floor revealed unease about possible changes to the CPS scheme and the need to know what changes the University proposes. The next meeting between union and the University to discuss pensions is not until 29 September.

Election for Unite General Secretary

At the branch meeting on Monday 2 August a formal vote took place for the Branch nomination for General Secretary.

Two people from the floor spoke in favour on Jerry Hicks and Gail Cartmail while the Branch Chair read information from the election websites of the remaining candidates Les Bayliss and Len McClusky.

Votes were taken by a show of hands. Counting was done by the Branch Chair and verified by the Branch Treasurer. The results of the voting was as follows:

Jerry Hicks 6 votes, Len McClusky : no votes, Les Bayliss: no votes; Gail Cartmail: 21 votes. Gail Cartmail was duly declared as Branch nominated candidates.

Registered workplaces within the University may also vote for their preferred candidate and recognised union representatives may arrange this following the specific procedures laid down. Nomination forms are available from the Regional Secretary, Steve Hart

The timetable for the election is as follows:

Nomination period: July/August 2010

Eligible Voting Membership registration date: 9 August 2010

Closing date for nominations: 12.00 noon on 6 September

To be a candidate in the election a member must have ten years continuous membership of the union and have received at least 50 nominations of which a minimum of 10 must be from either category of branch and workplace, subject to the total including nominations from more than one region.

Ballot period: 25 October – 19 November 2010

Count: 20 – 21 November 2010

Declaration: 24 November 2010

www.wellbeing.ac.uk

The Higher Education Funding Council for England (HEFCE) has set up a project to look at and improve the well-being and engagement of university staff. This is very relevant now as cuts are being made and more pressure put on staff. It is tempting to skimp on health and safety procedures and training; to impose new ways of working without proper consultation; to cut staff and squeeze more work out of the remainder.

It is important that health and safety reps in particular keep up to date with what is going on and the best practice. Effective and convincing ways to protect the health and welfare of staff need to be built into the university's policies and not seen as optional "bolt on" items. This would help the university as a whole as well as individual members of staff.

The HEFCE project's site at www.wellbeing.ac.uk contains a lot of material, including case studies. There will also be regional meetings to build links between institutions. Unfortunately at the time of writing, towards the end of June 2010, the University of Cambridge has not joined the project and these resources are not available. Free subscriptions are available until August 2010

Establishment of Working Groups to consider University-wide efficiency savings

The Council in its 2010 Budget Report on the financial position of the University (*Reporter*, p. 861) drew attention to the bleak outlook for government funding and the prospect that radical action would be needed in the coming year in preparation for 2011–12. It noted that contingency plans were being developed through further meetings with Schools and Institutions.

There is a need to consider the opportunities for University-wide efficiency savings in addition to the individual actions to be decided at the level of Schools and Institutions. The Council has approved the recommendation of the Planning and Resources Committee that the Committee establish three working groups to

advise them on how University-wide cost savings might be achieved in the areas of services and administration, pay, and academic activities.

The Working Groups are as follows: *Services and Administration; Pay and Restructuring; Academic Activities*

The Working Groups have been asked to advise the Planning and Resources Committee of potential action areas by the division of the Michaelmas Term 2010 (9 November).

The Committee aims to recommend action plans to the Council by Easter 2011, with implementation being underway by Michaelmas 2011 so that the first reductions in recurrent costs are realized during 2011–12 and in full by Michaelmas 2012.

The Council has agreed with the PRC that the Working Groups will need to consult widely with members of the University both to obtain advice and to facilitate the analysis of options.

Any member of the University with observations that will assist the Working Groups in undertaking their remit are invited to send them to the following email address: prcworkingparties@admin.cam.ac.uk.

From *Reporter* 7 July 2010

Note: We would expect the findings of any group to be shared with Unite and will be watching this very closely. Our expectation is that the University will engage with Unite in discussions.



If you would like the Branch to conduct a health and safety tour of your workplace, please contact Will.

Vice-Chancellor

Professor Dame Alison Richard's tenure as Vice-Chancellor comes to an end this September. We would like to take this opportunity to say a few words of thanks. In our dealings with her on the University and Assistants Joint Board and elsewhere, we have always found her to be approachable, a good listener and someone who would deal with issues fairly. We would like to thank her for work in steering the University through the difficult harmonisation negotiations. We will miss her, and wish her well.

Training

"Dealing with Redundancy" takes place on **Friday 27 August**. For reps and members alike: the branch is dealing with redundancies from the University on a daily basis so a chance to be better informed and prepared.

"Compromise Agreements" takes place on **Thursday 30 September**

Sessions run from 12.00 noon – 14.00 at USC and are led by Will Smith. Please email Will if you would like to attend either or both sessions

"Cambridgeshire against the Cuts" campaign.

The group held a Workshop and Planning Day on Saturday 17 July. Further details of this and the campaign available at: <http://www.cambridgeshireagainstthecuts.org.uk/>

Regional News

Burston Strike Rally, Sunday 5 September, is a popular family event: further details of this year's gathering are on the union's website at http://www.unitetheunion.org/news_events/events/burston_rally_2010.aspx

Guest speakers include Tony Benn, Len McClusky, Chris Keates NASUWT GS, Christine Blower NUT GS and Angela Smith.

British Airways strike

To read about the campaign please go to: http://www.unitetheunion.org/campaigns/ba_united_we_stand.aspx

Passport to Museum treasures

This summer take your kids on a new family trail around the Cambridge Museums called *Passport to Museum Treasures*: copies of the free trail can be picked up at any of Cambridge's museums throughout the summer holidays. You can visit as many museums as you like, but to claim your 'treasure' you will need to visit at least five of them!

University Museums have free entry for all, but charges apply for the Botanic Garden and some of the independent museums taking part

Open Cambridge

Friday 10 - Sunday 12 September 2010

The Open Cambridge i weekend offers free tours, talks and open access to everyone. From the prison letters of acid bath murderer John George Haigh, to the latest laser technology at the £15m Institute for Manufacturing, the Open Cambridge weekend will shine a light on the weird, wonderful and sometimes unexpected treasures to be found behind doors often closed to the public.

Programme, information and tour bookings at: www.cam.ac.uk/opencambridge or request a hard copy of the programme by calling 01223 766766 or email opencam@admin.cam.ac.uk. Part of Heritage Open Days 2010: for information on other areas see: <http://www.heritageopendays.org.uk/>



National Officer for Education

Sector: Mike Robinson

London & Eastern Regional

Contact Details

Regional Officer Ian Maidlow, is now based in Cambridge District Office at : Transport House, 101 Madingley Road Cambridge CB3 0EL
tel: 01223 353 048 fax: 01223 311 081

Regional Secretary: Steve Hart

“Woodberry”, 218 Green Lanes
London N4 2HB
tel: 020 8800 4281 fax: 020 8809 6501

More information and links

More information on the branch including details of working groups, branch structure and Minutes of monthly branch meetings can be found at: www.amicus.cam.ac.uk

For national information and issues please visit the *Unite the Union* website at: <http://www.unitetheunion.com/>

UNITE Cambridge Website

The Unite / Amicus web pages are now on line at: <http://www.amicus.cam.ac.uk>
Website co-ordinator(s) : Steve Laurie and Cathy Salkield. Items for inclusion please contact: webmaster@amicus.cam.ac.uk

Use your website: copies of draft Minutes from monthly Branch meetings can be downloaded from the website and taken along to Branch meetings: this will help cut down on photopycing costs for the Branch.

Branch Newsletter

It is hoped that newsletters will appear monthly

Please display a copies of Newsletter in your workplace. If you need additional copies please contact Will who will also be arranging for those members without email to receive their copies of the Newsletter via UMS.

Branch Meetings

Branch meetings take place on the first Monday of the month (except when a Bank Holiday occurs) at 12.45 pm in the Bramwell Lounge, University Sports and Social Centre (USC)

Branch officials and organisation: contact details

| Name | Email |
|-----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| John Baldwin <i>Lifelong Learning</i> | staff-dev@amicus.cam.ac.uk |
| Juliet Barrows <i>Newsletter</i> | newsletter@amicus.cam.ac.uk |
| Robbie Fountain <i>Branch Chair Individual cases</i> | chair@amicus.cam.ac.uk |
| Theresa Jones / Birgitte Bruun <i>Equal Opportunities Dignity at Work</i> | dignity-equality@amicus.cam.ac.uk |
| Steve Laurie <i>Webmaster</i> | webmaster@amicus.cam.ac.uk |
| Andrew Moss <i>Training Officer</i> | rep-training@amicus.cam.ac.uk |
| Paul Stokes <i>Branch Treasurer Pensions</i> | treasurer@amicus.cam.ac.uk |
| Will Smith <i>Branch Secretary Health & Safety Recruitment & Organisation</i> | secretary@amicus.cam.ac.uk health-safety@amicus.cam.ac.uk |
| Nik Zolman <i>Job Evaluation</i> | job-evaluation@amicus.cam.ac.uk |