

HOW THE AUT CAN HELP YOU...

- **Representation** - protection at work in-case things go wrong.
- **Negotiation** - locally and nationally on job evaluation, pay and working conditions.
- **Information** - find out what's going on at Birkbeck and across the sector.

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Has Santa forgotten Birkbeck staff?

On Friday 2 December, the AUT executive committee authorised a national industrial action ballot over the failure of the employers to resolve the pay claim made by AUT, NATFHE and EIS (Education Institute of Scotland). The three unions recently launched a national campaign to get the employers to honour the commitment given to the government to use some of the extra money coming into the sector, including income from top-up fees, to boost staff pay.

Speaking in April 2004, Alan Johnson, then minister for higher education, told parliament: 'not only are we putting in an extra £3 billion from the taxpayer, but an

extra £2 billion will come through existing fees and through the increase. University vice-chancellors tell us that, in general, at least a third of that money will be put back into the salaries and conditions of their staff.'



While Birkbeck, like the Open University and a few other institutions, will not

receive extra income from top up fees, Birkbeck AUT insists that we obtain the same pay increase as colleagues across the country as a result of our campaign.

We made this point to Management at our Academic and Academic Related Joint Committee (AJC) on 25 November, and they agreed to examine ways the College could meet the cost of a substantial national pay award. We hope that our campaign and the ballot for industrial action, to take place over January – February, will concentrate the minds of management both nationally and locally, and lead to a speedy and satisfactory settlement of our pay claim.

Welcome to the new AUT newsletter!

With so much going on within the College and across the sector, we felt this was an ideal time to relaunch the union newsletter. Locally we have negotiations over job evaluation and harmonization of terms and conditions. Nationally, our members have voted overwhelmingly to merge with NATFHE to form a new union for Further and Higher Education. We want to keep you up-to-date with the latest developments.

Want to contribute?

Got an issue you feel strongly about? Are you looking for a forum to share your views? Contributions to the newsletter are much appreciated. The next newsletter is scheduled for the Spring term. Send letters or articles to the Editorial Board c/o Kate Purcell in the Library. Tel: 020 7631 6062. Email: k.purcell@bbk.ac.uk

Can you help with distribution?

We are also looking for people to pop newsletters into departmental pigeon holes. The newsletter will be termly so this is not an onerous task. Can you cover your department? Make it your new year's resolution to volunteer! Again, contact Kate.

Happy New Year from Birkbeck AUT Committee!



Overwhelming YES to merger

Members of the AUT and NATFHE have voted overwhelmingly for a merger of the two unions.

The new union - UCU - the University and College Union, will be the world's largest union for post-school academic and academic-related staff.

The new union will have over 110,000 members and will cover both

Further and Higher Education

The merger was supported by 79.2% of AUT and 95.7% of NATFHE members on a turnout of 36.9% of AUT members and 32.9% of NATFHE members.

The two unions will amalgamate on 1st June 2006.

We will let you know how this affects us locally as soon as we have full details.

Dates for your 2006 diary

The next Birkbeck AUT committee meeting will be on **Tuesday 17th January** at 1.00pm in room B29 of the Malet Street Building.

All welcome!

Implementing the National Framework Agreement and Job Evaluation: A Long Haul!

Job evaluation

Negotiations over the implementation of the national framework agreement, following our successful strike in the spring of 2004, have been the most time-consuming issue for Birkbeck AUT over the past year.

A small working group, comprised of representatives of management and the AUT (Nick Keep, Trevor Fenner, Kate Purcell and Rebecca Gumbrell-McCormick), began negotiations in December

2004 and has been meeting around once a month. The two sides have agreed in principle to a pay framework for academic and academic related staff, which will be put to all AUT members for a ballot once the job evaluation process is complete.

The AUT is now working together with the other college unions UNISON and AMICUS in single table negotiations with management to ensure that job evaluation is a clear, transparent, and fair

process. As a result of our efforts, all job descriptions will have to be approved by the job-holder and trade union evaluators will participate in all job evaluation panels. Academic and research posts will go through a different process, based on national role profiles drawn up by the AUT and UCEA rather than the evaluation of individual posts.

Please contact one of your negotiating team if you have any questions or comments.

Birkbeck AUT Committee details

- *President:* Rebecca Gumbrell-McCormick
- *Vice President:* Nicholas Keep
- *Secretary:* Diane Horn
- *Membership:* Robin Howells
- *Treasurer:* Trevor Fenner
- *Welfare:* Kate MacKenzie- Davey
- *Equal Opportunities:* Laurel Brake
- *Health and Safety:* Shani Gbaja
- *Academic- Related Staff:* Shani Gbaja (FCE)
Kate Purcell (Library)
Oya Biringen-Akman (Computing)
- *Part- Time FCE Lecturers Liaison:* Stephen Parrott
- *Other Committee members:* Richard Clarke, Rosie Cox, Sean Hamil, Andrew Jones, Nigel Lloyd.

Putting Equality in the Frame

AUT and NATFHE have launched a national campaign to ensure that equality is placed at the centre of implementation of the national Framework Agreement. The key objectives of the campaign are to ensure that:

- Every institution carries out an equal pay review with the full involvement of the recognised trade unions by the end of 2006, and commits to carrying out regular reviews thereafter.

- Every institution carries out race impact assessments of the introduction of new pay arrangements.
- Every institution begins to plan now for the introduction of the statutory positive duties for gender and disability.

Birkbeck AUT, in our current negotiations on implementation of the Framework Agreement and our observer status on the College's Equality and Diversity Committee, are

challenging the long standing causes of pay discrimination and the gender, race and disability pay gaps in the sector.

Rebecca Gumbrell-McCormick, Birkbeck AUT president and deputy chair of the national AUT Equal Opportunities Committee, took part in the launch of the campaign in September.

A series of regional seminars for AUT and NATFHE activists are now being held. Please check the AUT website or contact Rebecca for more information.

President's Update by Rebecca Gumbrell McCormick



Welcome to the first issue of the new Birkbeck AUT Briefing! I hope that you will find it informative and that it will spur you on to become more active in your local association.

I am now in my second year as president of Birkbeck

AUT, working closely with Nick Keep, Vice President, Diane Horn, secretary, and members of the local committee.

We are working hard to protect your interests in negotiations over the national pay framework and job evaluation, revisions to college HR policies, personal cases and many other areas. This issue has stories on just a few of the many areas of our work.

We decided to re-launch the Briefing in order to communicate more effectively with you, our

members. We hold regular committee meetings and occasional general meetings. These will all be announced in the Briefing, and we hope that you will attend and become more active in the local association.

Without you, our members, Birkbeck AUT can achieve nothing. With you, we will be able to attract more members, win a good deal in the framework agreement negotiations and work together to make Birkbeck a better place to work.

Contact Rebecca on 0207 631 6777. Email: r.gumbrellmccormick@bbk.ac.uk

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Safety & security: outlying centres

Birkbeck suffers from dispersed premises, with many staff working in offices other than Malet Street, some of them rented from UCL.

Please let us know if this causes you problems; one issue is that of personal safety and security particularly for colleagues working 'out of hours'.

Go East, young...

Few members can be unaware of the role of 'Birkbeck East' in College's future plans. The time to raise any concerns is now, whilst plans are being developed, rather than later, when decisions have already been made.

Your Committee are keen to establish principles whereby issues such as staff (re)location, travelling between sites &c can be anticipated in advance, and problems avoided...



THE HIGHER EDUCATION UNION

Membership Application Form

Please complete in block capitals and return to:
Rob Jones, AUT Office, UCL, Gower Street, London WC1E 6BT

Please tick relevant boxes where applicable

Title (eg Dr, Ms, Prof).....

Surname.....

First name(s)

Position.....

Department or Section

Email address

HOME ADDRESS.....

.....

.....

.....

May we send AUT mail, including postal ballots and associated materials, to your work address? Yes No

Under trade union legislation we are required to send ballot material to your home address unless you have given your authority for this to be sent to your work address. **In order to save time and money, we would prefer to use your work address if possible**

Year of birth Are you: male? female?

PRINCIPAL EMPLOYMENT FUNCTION

Academic non-clinical Clinical Research

Library Administrative Computer

Other: please specify

For 'other', indicate whether someone in your post would normally hold a degree or professional qualification Yes No
or whether you a postgraduate student employed to perform academic or academic-related duties? Yes No

TERMS OF EMPLOYMENT

Do you work part-time? Yes No

Are you hourly paid? Yes No

Are you employed on a fixed-term contract? Yes No

PAST UNION MEMBERSHIP

Have you previously been a member of AUT? Yes No
If yes, please state: last Local Association/last year of membership/ membership no, if known

Have you been a member of another trade union during the past 12 months? Yes No
If yes, please state name and branch of union:

I wish my membership to take effect from

SIGNATURE

DATE

ADDITIONAL DETAILS - Equal Opportunities

The AUT believes strongly in equal opportunities. Because we want to make sure that our services meet your needs, it is essential to monitor recruitment. **The information will remain strictly confidential on union files and is not a requirement of membership.**

Which of these ethnic groups best describes yourself?

White

British Irish Any other White background

Mixed

White & Black Caribbean White & Black African

White & Asian Any other Mixed background

Asian or Asian British

Indian Pakistani Bangladeshi

Any other Asian background

Black or Black British

Caribbean African Any other Black background

Chinese or other ethnic group

Chinese Any other group

Do you consider yourself to be a person with a disability?

Yes No

MONTHLY SUBSCRIPTION RATES 2005/2006

Members pay a combined national and local subscription according to the following table. The national subscription includes a contribution to the Association's political fund equivalent to 1% of the relevant national subscription. The fund is used for parliamentary and similar lobbying. You will receive further details about the fund with your membership documents.

Please tick the box corresponding to your employment income

Members on secondment overseas for a period of not less than one year pay 60% of the rate they would have paid had they not been on such secondment.

	National	Local	Total
<input type="checkbox"/> annual income at or above £24,352	£11.24	£3.46	£14.70
<input type="checkbox"/> annual income £12,176 - £24,351	£6.84	£1.85	£8.69
<input type="checkbox"/> annual income £6,088 - £12,175	£3.07	£1.42	£4.49
<input type="checkbox"/> annual income less than £6,088	£1.44	£0.85	£2.29

*Schedule 1 of AUT Rules provides for subscriptions to be determined in relation to the national minimum applying to Lecturer A in pre-1992 institutions.

Get involved!

The AUT has a vibrant activist network (DAN). Do you want to know more?
Yes No email: buildtheunion@aut.org.uk

By completing this form, you agree to your personal data being processed for the legitimate purpose of the Association of University Teachers (Association rule 4.3). This data is used to process your membership, provide information to you (from the association and organisations which may be of interest to you), to enable the association to carry out its membership activities, and to provide us with management and statistical information. **If you do not wish to receive third party mailings from AUT accredited suppliers, please tick this box**

We may disclose personal data about you to banks or building societies where you ask us to arrange your subscription by direct debit. The AUT processes membership data in accordance with data protection legislation.

PAYMENT OF SUBSCRIPTION

AUT would prefer members to pay their subscription by direct debit from their banks or building societies. However, if you would prefer to have your subscription deducted direct from your Birkbeck salary, please tick this box The association has joint membership agreements with a number of other unions or professional associations, namely with BAOT/UNISON, the British Dietetic Association (BDA), BECTU, BOS, CSP, amicus/MSF, NUJ, RCN, RCM, SCP and SOR. Separate forms are available from your local membership secretary or from HQ. Special application forms are also available for members employed by the MRC, or to apply for retired membership.

Don't forget to also complete the direct debit form enclosed!