



University and College Union

University of Southampton Branch
General meeting



Agenda

1. Apologies for absence
2. Minutes of last General Meeting 3 Dec 2015
3. President's report
 - a. General issues
 - b. The 2016 Pay Claim
 - c. Academic Reviews
 - d. Appraisal and the "student experience"
4. UCU Congress: 1-3 June, Liverpool
 - a. Motions
 - b. Branch representatives (x3)
5. Any other business



The 2016 Claim

The Higher Education trade unions submit the following national claim for 2016/17

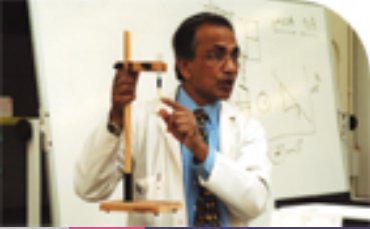
- 5 % increase to all spine points on the 51 point national pay scale.
- In addition to the general pay uplift, a substantial increase that at least achieves the living wage foundation rates, and will be implemented across all salary points.
- Agreed minimum rates of pay for roles within all occupational groups, including to the academic career pathways as detailed in the Model C to the 2004 Agreement.
- Nationally agreed minimum rates of pay for external examiners.
- Nationally-agreed action for institutions to close the gender pay gap by 2020.
- Nationally-agreed action for institutions to reduce the proportion of their staff on casual and zero hour contracts and to ensure that their pay reflects the rate-for-the-job of permanent staff.
- To establish the Scottish Sub-Committee of New JNCHES as set out under the New JNCHES Agreement. The main purpose of the sub-committee would be to deal with matters not currently being dealt with at the New JNCHES Committee

[11 March 2016]



A United Claim





Southampton University

Levels 1 to 5

Each level up to Level 5 has two pay zones; a core zone and a Higher Responsibility Zone (HRZ). Staff progress incrementally through the core zone at the rate of one pay point per year, subject to satisfactory performance. Once at the top of the core zone there is no further entitlement to automatic progression. There is no automatic progression into or through the HRZ.

Level 6

Level 6 consists solely of a core zone. Staff progress incrementally through the core zone at the rate of one pay point per year, subject to satisfactory performance. Once at the top of the core zone there is no further entitlement to automatic progression.

Level 7

The Level 7 pay scale for Education, Research and Enterprise (ERE) staff consists of three professorial bands. Pay and progression for Level 7 ERE staff is considered on a biennial basis in even-numbered years, whilst re-banding is considered on a biennial basis in odd-numbered years.

A separate pay scale applies for Management, Specialist and Administrative (MSA) staff at Level 7. Pay and progression for Level 7 MSA staff is currently considered on an annual basis.



From 1st August 2015

	Spine Point	Pay Rate			
6	52	£60,081			
	51	£58,754			
	50	£57,047			
	49	£55,389			
	48	£53,781			
	47	£52,219			
	46	£50,702			
	45	£49,230			
	44	£47,801			
5	43	£46,414			
	42	£45,066			
	41	£43,758			
	40	£42,488			
	39	£41,255			
	38	£40,082			
	37	£38,896			
	36	£37,768			
	35	£36,672			
4	34	£35,609			
	33	£34,576			
	32	£33,574			
	31	£32,600	£17.86		
	30	£31,656	£17.35	Lecturer Minimum	
	29	£30,738	£16.84		
	28	£29,847	£16.35		
	27	£28,982	£15.88		

4 5 6



Motions for Congress

All are intended to improve Union democracy:

to make sure that what the Union decides to do accurately reflects the will of the membership.



Rule Change: Rule 16.11 (Special meetings)

Insert after first sentence "*...members of the Union.*" a new sentence

"For a meeting requisitioned by branches, it is further required that the requisitioning branches be sufficient in size and number to be entitled to send as many voting representatives to the meeting as would constitute a majority if the meeting were minimally quorate."

PURPOSE: It is important that the Union allocates wisely the monies paid by members. This amendment is intended to reduce the risk of calling expensive special congresses or conferences when there is no realistic prospect of passing any new business.



Existing rule 16.11

16.11 Special meetings of National Congress or the Sector Conferences shall be convened, by giving at least three working weeks' notice, when it is so resolved by the National Executive Committee or in the case of the Sector Conferences, the relevant Sector Committee, or following receipt of a requisition from quorate general meetings in 20 branches/Local Associations from separate institutions across the Union , or for Sector Conferences, in the Sector, or bearing the identifiable signatures of not less than one tenth of the members of the Union. Such resolution or requisition shall specify the intended business, and only that business may be transacted at the special meeting.



Rule Change: Rule 30.1 (Regional Committees)

Append at end "Regional committees are required to adopt revised model Standing Orders agreed by Congress at their next meeting, without amendment."

PURPOSE: A Region has frustrated the intent of Congress by delaying the adoption of revised Standing Orders. If, in future, Congress wishes to allow individual Regions to retain local variations through Standing Order revisions, Congress can make this clear in the model Standing Orders themselves.



Rule Change: Rule 30.2 (Regional Committees)

Append at end "v. to conduct annual elections for regional officers by electronic ballot of the regional membership, with a voting window of at least two weeks. Voting for each post will be by Alternative Vote (AV)."

PURPOSE: Incumbent officers can currently secure a disproportionate advantage in annual elections by controlling the AGM location and timing. This can effectively disenfranchise colleagues at remote locations or with caring responsibilities.

[as amended at meeting]



Existing rule 30

30 Regional Committees

30 .1 The National Executive Committee shall establish and financially support Regional Committees and the election of members thereto from branches and local associations under model Standing Orders agreed by National Congress. Any local variations may be agreed by the National Executive Committee.

30.2 Regional committees shall have the right and responsibility:

- i. to submit motions and amendments to Annual Congress and Sector Conferences, in line with rules 16.6.5 and 16.6.3;
- ii. to elect delegates to Annual Congress and Sector Conferences, in line with Rule 17.2.1;
- iii. to make representation on any matter of UCU business to the NEC or its Sector Committees, as appropriate, and to receive a timely reply;
- iv. to participate in the structures of the appropriate Regional TUC.



University and College Union

Joining us

Your colleagues can join today here:

<http://www.ucu.org.uk/join>