

October 2014

USS BALLOT STARTS 1ST OCTOBER

Proposals to the end the final salaries section of the Universities Superannuation Scheme and to move all staff to an inferior career average could reduce members' pensions by tens of thousands of pounds. UCU is balloting members for industrial action including strike and action short of a strike. Vote YES to give the union a mandate to negotiate with employers on members' behalf. For more information go to <http://www.ucu.org.uk/index.cfm?articleid=4598>.

PSR2 – What's happening?

Staff are wondering where PSR2 has got to. The pantomime that we've witnessed (where "Professional" it certainly isn't) began life in April 2013, that's seventeen months ago. Since PSR first cast its shadow over our academic-related staff we've had fifteen updates from David Bolton, deputy Vice-Chancellor. Reading these in September 2014 we can see a string of broken promises given to staff over dates and details.

For example, on 30th May 2013 David said "[PSR2] formal consultation will be launched when the design is ready (early in 2014)". Then on 16th September 2013 he wrote "a formal consultation will be launched when the design is ready (during 2014)". An email of 13th March 2014 ended by saying "I will be able to update you further during late April or early May" - except he didn't. David updated us on 22nd August 2014 and then again on 30th September. The communication says "Excellent progress has been made and their work is now drawing to a close." Yet in March this year David reported "The PSR Steering Group expects

to review the proposals for change in April in line with the original schedule." It is for these reasons that the process has lost all credibility.

And it's not just the e-mails. Only one direct meeting has been held on PSR2 with the City Trades Unions, on 22nd Oct 2013 when we met Susannah Marsden and Paul Long (chair of the PSR Steering Group). UCU has written to Mary Luckiram requesting meetings on 11th April, 29th April, 9th May, 17th July, 1st August, 22nd August and 3rd September. But still no offer to meet the recognised unions.

What is clear to all staff is that the Senior Executive Team are in disarray over these proposals. With the recent announcement of new Cass Directors for Marketing and e-Learning (Entrepreneurship to follow?) it would appear that one of the central themes of PSR, the 'One City model' is also in a state of some disorder. It's time they put-up or shut-up and end the pantomime. And maybe take a final curtain call?

Research Students: Why join UCU?

As a research student, joining UCU gives you an opportunity to voice the issues of research students which are usually undermined by your department or school, including a wide range of problems like stress, bullying and harassment, and organisational restructuring. It also keeps you updated with the current issues happening in the university.

To find out more about, please Join the City University London branch online at <http://www.ucu.org.uk/join>

Once your application is processed you will be sent a joining letter with your UCU membership number, and will be eligible for UCU advice and personal representation.

Students on taught postgraduate courses can join UCU for free. Paid students or those providing or supporting education, training or research should join as a full member although this can cost as little as £5 a month.

City's Research Student rep is Jon Eilenberg (Sociology) – contact details overleaf.

VC's Message number 52: A reply

Is it really correct to say that the University has been "making operational losses since 2007-08"? The three Chief Finance Officers covering that period say the opposite. Their Financial Reports note underlying surpluses from 2008 to 2012; after leaving out restructuring costs (£4.4m in 2009, £6.8m in 2011) and exceptional income (£30m in 2009). In 2012-13 the CFOs say the operating deficit (a surplus if you include £23m exceptional income) arose from the planned investment in the strategic plan, including over 100 new REFable academics, IT, Libraries and PSR costs. Any deficit to come in the 2013-14 accounts will be largely due to this continuing strategy and investment in our estates. The University's operating finances have been strong since 2007 and we have built up substantial reserves. The VC and Council have taken this opportunity to implement their Vision and Strategic plan. We wish them and the University well but let's be proud of our past including our financial management which has created this opportunity.

Drop-in sessions for members:
Every Monday 3-5pm
Union Office (C140, Tait building)

ucu@city.ac.uk
[@CityUCU](#)
cityucu.wordpress.com

October 2014

A welcome to new staff, particularly new visiting lecturers

At this time of year we welcome many new members of staff to City University London. We hope you enjoy your time working here.

If you are an hourly-paid visiting lecturer, you are eligible to join a trade union in the same way as any other member of staff. We would encourage you to join UCU even if you are already a member of another union such as RCN or NUJ. Membership subscriptions are determined by how much you earn and allowances are made for those working fewer hours than full-time colleagues (from about £3 to £25 per month). For more details go to <http://www.ucu.org.uk/join>.

UCU is one of the three recognised trades unions who can negotiate on employees' behalf on matters such as pay, working conditions and pensions. Staff in academic,

academic-related or professional roles should join UCU regardless of contract length or hours of work. Your employment conditions can be found in the University Visiting Lecturer Policy negotiated on your behalf by UCU. Hourly-paid and visiting lecturers can face unique pressures such as lack of job security and progression opportunities – and disparities in terms of pay and working conditions compared to full-time colleagues. City UCU has frequently represented members who are at greater risk of redundancy than full-time colleagues. As well as entitling you to individual representation and advice, joining the union connects you to other hourly-paid and part-time lecturers to help you share information and advice and ask questions.

Your new City UCU committee members for 2014-15

President Keith Simpson (Law)

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Senior Lecturer, City Law School based at Gray's Inn Place & TU office (Northampton Square)

Vice President John Saunders (Health Sciences)

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Visiting Lecturer, Optometry and Visual Science, School of Health Sciences

Vice President Chris Flood (Health Sciences)

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Senior Lecturer in School of Health Sciences, Adult Years Division

Secretary (Acting) Morris Pamplin (LEaD)

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Senior Educational Technologist in Learning Enhancement and Development, based at Goswell Place

Membership Secretary Greg Wellington (SAS)

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Head of Student Systems and Data Quality, Student and Academic Services based in E211

Health and Safety Rep Suzanne Reece (Law)

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Lecturer, City Law School

Health and Safety Rep John Saunders (Health Sciences)

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Visiting Lecturer, Optometry and Visual Science

Branch Administrator Sara Wilkinson

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Treasurer Swetha Bobba (MACSE)

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PhD Student in Department of Computer Science

Equalities Officer Rebecca Lewis (LEaD)

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Disability Co-ordinator in Learning Success

Research Students Rep Jon Eilenberg (Social Sciences)

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PhD student in the Centre for Law, Justice and Journalism

Ordinary Member Leon Cuthbertson (Cass)

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Events Executive, Cass Business School

Ordinary Member Alison Macfarlane (Health Sciences)

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Professor of Perinatal Health, Midwifery Department, statistician researching maternity care, based at Myddelton Street

Ordinary Member Rachel Cohen (Social Sciences)

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Senior Lecturer in Sociology

Ordinary Member Olivia Fox (LEaD)

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Senior Educational Technologist in Learning Enhancement and Development, based at Goswell Place

Ordinary Member Grietje Baars (Law)

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Lecturer, City Law School

Happy with your 2% pay increase for 2014-15?

It would have been 0.5% without your union.