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Newsletter Nov 2021

Nottingham FOCUS

The magazine for UNISON members at the University of Nottingham

Your Pay

Anyone receiving the new rate of £10 per hour will have received a larger percentage increase. But it is still less than the current rate of inflation and the higher percentage increase doesn't apply to any overtime payments or the pension contributions paid by UoN.

Stay in the Know

UCU STRIKE ACTION

UCU are taking strike action at the University of Nottingham over pay from **Dec 1–3 from 8am to 12pm.**

For full details and picket lines visit:

[Why-were-taking-action](#)

Enough is Enough!

Will you notice the increase to your pay this month? You will have noticed the increase in all the prices when you shop for basics, fill up with petrol or when the gas or electricity bill is due to be paid. Inflation at 4% is more than double the amount your pay has increased by*. The University knows that people are struggling. They've had the opportunity to improve the pay offer but they've decided that all you are worth is another pay cut. That is following a zero pay increase for 2020 and below inflation pay increases for the last few years.

As part of the 2019 pay offer there was a commitment to review the pay differentials for those roles at the lower end of the scale. Nothing has been done about it yet.

UoN claims to value their employees. Well they have a funny way of showing it!

Time to take Action!

People are voting with their feet. Those of us that are left behind will be expected to cover the work while recruitment happens. That could take some time. There are lots of jobs available in the private sector. Why would anyone choose to work here when there are better rates of pay on offer elsewhere?

This is after we worked through the lockdown, or returned to Campus when the risk to our health was unknown, and maintained the student experience. While we were being told there was no money available for a pay increase behind the scenes they were negotiating a £50 million plus purchase price for buildings in the City.

We think this shows total contempt for you, the work you do and the loyalty you have given. What is clear is that the time for talking is over.

The Committee are working hard to arrange a Pay Ballot for Industrial Action. We need you to vote. We need you to send a message loud and clear that you are not prepared to be undervalued and taken for granted any more. If we don't take a stand now UoN will know they can get away with underpaying everyone for a long time to come.

Stay 'in the know'! Follow UNISON@UoN on

Facebook: <https://www.facebook.com/uonunison>

Twitter: <https://twitter.com/UnisonUon>





Save the Date

Annual General Meeting Thursday 3 March 2022

Further details
to follow



**Come and
meet us**

Join us for a cuppa
and a light lunch.

12 Midday — 2pm

Thursday

9 December 2021

SU Welcome Zone

Portland Building

UNISON UoN Branch
officers will be on hand
to talk to you about any
concerns that you may
have.

Late night campus safety

Concerns have been raised with UNISON regarding walking through the university campuses late at night. Library staff working until 10pm, are often walking through the campuses in areas that are dimly lit. If relying on public transport, the walk exiting the campus can seem longer with feelings of vulnerability.

One member stated, 'There are barely any students walking around at night. The walk to the entrance to exit the campus is quite a distance from my work location. It's quite dark and I feel unsafe.'

UNISON would like to hear from any member who has a 10pm or later finish time and has concerns regarding their safety exiting their workplace on any of the university's campuses at night.

Email: Unison-safety@nottingham.ac.uk with the details.

Get in touch! If you have a workplace issue
or any concerns and you are not sure where to get
help, then speak to us. Contact your local unison
branch at: unison@nottingham.ac.uk

UNISON
the public service union

Covid 19 Response Fund

If you find yourself in financial hardship as a direct result of the covid19 pandemic (either through job loss, reduced income, reduction in working hours, or consequences of contracting covid) you could apply for a grant of up to £350. To be eligible you must have been a Unison member for at least three months and do not have savings of more than £1,000.

Further Information

- * [There for You](#)
- * [Financial Assistance](#)
- * [Wellbeing Breaks](#)
- * [Covid19 fund online application](#)
- * [Debt Advice](#)
- * [General Advice](#)
- * [There for You Impact Report](#)

Contact details

For further information contact the 'There for You' team email: there-foryou@unison.co.uk phone: 020 7121 5620. Please leave a message with your contact details.

UNISON's charity

"There for You" provides support and financial help to UNISON members. It is a separate charitable body but affiliated to UNISON, so provides help and advice *exclusively* to UNISON members and their families.

At a time when our living costs are rising there is a danger that more people will find themselves in financial crisis. You need to know that UNISON is 'There for You'.

"There for You" provides:

- * Financial assistance
- * Emergency Assistance (including the Covid19 Response Fund)
- * Winter Fuel Grant and School Uniform Grant Programmes
- * Wellbeing Breaks
- * Debt advice – provided in partnership with Payplan
- * Benefit advice, referrals and signposting to other organisations that can also offer practical and financial help

How to apply



You can contact them directly or contact the welfare officer at your local Unison branch. It is a small charity with four caseworkers but supported by a network of volunteer branch officers.

To be eligible for financial help you must have membership for at least four weeks and not have savings of more than £4,000. (There are financial limitations in place for members who have less than 12 months UNISON membership.)

You will need to complete an application form and provide personal details of your financial situation along with supporting documents. A case-worker/ welfare officer can help you with this. They will treat your case with absolute confidentiality.

For further information and support contact
Maggie McPhee, UoN Branch Welfare Officer
Margaret.mcphee@nottingham.ac.uk



Roles available

- * [UNISON Union Learning rep](#)
- * [Health and Safety Rep](#)
- * [Workplace Steward/Rep](#)
- * [Workplace Contact](#)

Paid time for UNISON duties

UNISON representatives will be allowed to spend reasonable paid time during working hours to discuss grievance or disciplinary matters with affected employees, to prepare their case and to support the effective representation of employees.

Your local branch

- * [UNISON-Nottingham University Branch](#)
- * [Branch Officers](#)
- * [How UNISON works](#)
- * [UNISON member benefits](#)

Get Involved! Get Active!

UNISON at the University of Nottingham is a busy branch with plenty of work to do to support you, our members.

We would like to increase the number of officers in the branch to help provide continued support in various areas, such as:

UNISON Learning Reps — to support members in developing their professional skills through learning.

Health & Safety Reps — helping to ensure your workplace is safe.

Workplace Reps — supporting colleagues in the workplace through workplace issues.

Workplace Contact — sharing information with the branch and help give information to members.

If you have an hour or two to spare a week to support the branch, please contact unison@nottingham.ac.uk for more information.

Join UNISON

Three simple ways to join UNISON today:



Join online at
joinunison.org



Call us on
0800 171 2193



Ask your UNISON rep
for an application form

1.4 million members joined Unison.
They will all have a reason for joining; here are 7:

- * Legal help at home and at work;
- * Financial assistance and debt advice;
- * Discounts;
- * Compensation;
- * Dedicated helpline 24 hours a day, weekdays;
- * Training to help develop your career;
- * Support when you need it most

To join UNISON visit '[Join UNISON](#)', or contact
Laura Sun, UoN Branch Membership Officer
Laura.sun@nottingham.ac.uk

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