

unite the
union
at
Loughborough

NEWS LETTER

Issue 47 August, 2023

**WELCOME TO THE LATEST NEWS FROM UNITE
THE UNION AT LOUGHBOROUGH**

Your Money

Our consultation ballot on your Pay increase for 2023 – 2024 is now complete. Unfortunately, we did not meet the 50% Legal threshold required to proceed to a full Legal Ballot. This is not the end of the dispute. Other branches across the country have met or exceeded the threshold and will consider proceeding to a Full Legal Ballot.

UCU's Marking Boycott

UCU began their marking boycott in April this year. This will continue until the foreseeable future. Unfortunately, management have asked some of our members to mark the work of a colleague who is participating in the marking boycott. This is unacceptable however the law is not as clear-cut as it was in earlier disputes. Please contact your local representative or send us an email, (the address at the bottom of this newsletter) if you are asked to mark work for a UCU colleague who is taking part in the Marking Boycott.

Enabling Programs

Project Expectations is divided into workstreams that focus on strategic engagement, leadership development, reward and recognition, internal communications, and development and performance. We will be your voice on this committee and will work hard to get the greatest possible outcome. We are particularly interested in expanding the University Reward and Recognition programme. Please contact us if you have any innovative ideas for rewarding our members. There are other Enabling Programmes that are currently in the pipeline, we hope to have a voice on these committees and to bring about the best possible result for our members.

Living Wage Recognition

We've finally persuaded the University to become a recognised living wage employer after years of campaigning and discussions with senior management. Previously, the university paid the living wage, but up to four months later than it would have if it had been accredited.

PDR Ratings

Your Union has actively worked with Senior Management on the PDR process, and one of our achievements was to have the ratings suspended. Since then, we've received notification from HR that this suspension has been made permanent. The PDR process is far from perfect, and we are still working with senior management to find better solutions going forward, including an improved system for rewarding and recognising employees.

Reasonable Adjustments in the Workplace

It has come to our attention that some members are experiencing trouble obtaining suitable workplace adjustments owing to a disability or general health issues, even though these adjustments may have been proposed by occupational health. It is often frustrating to wait for these reasonable adjustments. Even if they are for working from home, reasonable adjustments shouldn't cost you anything. If you need assistance obtaining the necessary adjustments at work or have recurring problems accessing these reasonable adjustments, please, contact one of our representatives.