

unite the  
union  
at  
Loughborough

# NEWS LETTER



Issue 49 February, 2024

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

## **Branch Meeting**

**Tuesday 20th of February, Wavy Top, Room WAV040 12.40–1.30pm**

## **PDR Changes**

The PDR has changed, and you are now able to put forward your own objectives. The reviewer and reviewee are expected to engage in a fair and honest discussion. You can have a conversation on matters that are important to you, like opportunities, wellness, workload, etc. Please contact your union representative for assistance and direction if you have any issues regarding your PDR, the way it was handled, or anything else related.

## **Loughborough University in Saudi Arabia**

An opportunity to advance sports and education has emerged in the wake of a 2023 delegation led by the VC to Saudi Arabia. Loughborough University will benefit financially from this. There are challenges, though, especially in relation to human rights, LGBT and Women's rights in the nation, which conflict with the ideals of our Union. Unite the Union, along with our Sister Unions, have informed Senior Management that we are unable to support the initiative. The initiative is still in its early stages, and senior management and the unions will maintain open communication while the university evaluates the potential risks against capital return.

## **Minimum Service Level Agreement Act 2023**

The Government has passed a Minimum Service Level Bill whereby employers can voluntarily use to mitigate disruption while members take legal strike action. If implemented, these regulations would mean an employer – in this case, a university – could issue a work notice to require individuals to work during strike action to deliver a minimum level of provision. It is not clear if Senior Management will implement this if we or our sister trade unions took strike action. The Minimum Service Level bill is undemocratic and goes against the values of our Union. A joint letter from all of the UK's National Trade Unions was submitted to education bodies, stating their concerns and opposition to the bill.

Your Union here at Loughborough University will be working with Senior Management on this matter and we have expressed our opposition to this bill.

## **Pay 2024–2025**

Your Pay 2024-2025 is the Higher Education Sector's National Priority. Unite the Union is in the process of formulating this year's pay claim. We will keep you posted on how things are going, and we'll be able to report on what figures your Union will be bargaining on as soon as we have this information available.

## **Staff Survey Results**

The staff survey results are now available and should be disseminated by departments. Your Union received an in-depth look at the Campus Wide results, which revealed some encouraging feedback but also some disappointing results. According to the survey, there was just a 2% rise in satisfaction with the University's reward and recognition scheme compared to previous year's survey. We are really disappointed by this. There needs to be clearer outcomes from the staff survey which are shared with staff.