

Overtime Agreement Reminder

In July, this branch and the University came to a broad agreement regarding the application of the University's overtime (OT) policy.

Below is a reminder of the agreed guidelines (these need to be read alongside the policy itself (available on request) which remains unchanged).

- OT applies once a university staff member (Grades 2-6) has worked more than 35 hours in any one week (this therefore includes people who have more than one part-time contract with university; the cumulative total applies).
- Where OT is planned and worked at weekends, bank holidays or university closure days, then OT will usually be paid.
- Where OT is required for work done on a Mon-Fri (i.e. longer hours than normal), then TOIL will be the usual remuneration. However, this only applies where managers have reviewed workloads and have planned work schedules such that all the affected team members can be guaranteed to take their accumulated TOIL within 8 weeks of the work being done; if this cannot be guaranteed, then the remuneration will be paid.
- If TOIL proves impossible to take in the 8 week period, for whatever reason, then the OT will be paid, automatically.
- The maximum amount of TOIL that can be accrued is 35 hours; after that payment will be made.
- Where OT is required for Mon-Fri for work that's "ad hoc or unplanned" (conferences, emergencies, short term sickness cover etc); OT will usually be paid.

Please remember, OT is voluntary; it only applies to staff on grades 2-6; payment/TOIL rates once 35hrs have been worked in any one week are x1.5 for Mon-Sat, and x2 for Sunday and Bank Holiday working.

Please note also that it is possible for you to negotiate a different understanding locally, but it must be an agreed change – what can't happen, is that the changes be imposed upon you.

It was proposed these guidelines would take effect from 31 July. It was therefore also proposed that a 'TOIL amnesty' would take effect at that point; that is any TOIL accrued to that

point may be swapped for payment, if desired, with proof of time done/manager's agreement that this time was done.

We're aware that some of the agreed guidelines depend on good local planning and local use of resources; to this end we will remain in contact with the University to review plans and progress where pilot schemes are being tried out.

As ever, if anything is unclear about this, or if you have concerns about how overtime is being requested or rewarded in your section, please email unison@leeds.ac.uk or contact your local steward.

What Women Want

The 1996 'What Women Want' campaign asked women to answer the simple question, "What do you want?" 10,000 women answered the call.

Women's voices expressed a powerful vision for society – from more support for childcare and freedom from stereotypes, to making both social equality and environmental sustainability, higher priorities.

The responses offered unprecedented insights into women's thoughts, opinions and needs that had a significant impact on the gender debate at the time. What Women Want changed the political landscape: it changed policy agenda; it changed public debate and it changed our equalities legislation.

Importantly, it showed politicians and other decision-makers how important it is to listen to women, and to really understand women's views and opinions.

20 years on, 'What Women Want 2.0' wants to collect voices from women of all ages, backgrounds, ethnicities, locations and identities.

It aims to capture what women living in Britain want in 2016. It also wants to look at what has changed in the last twenty years, what remains the same and what is new.

As before, the survey results will be presented to politicians, the media and decision-makers, seeking to give them a deeper understanding of women's priorities today.

If you would like to take part in one of the most powerful conversations to affect change, please visit:
www.thisiswhatwomenwant



Women's Drop-in

Women's Officer Katie Moore is holding a women's drop-in session for members on Wednesday, 25th October from 12.30 to 2pm, in room 7.52, EC Stoner.

It will be an opportunity for members to have a chat, get some support / information and highlight issues they think we should be focusing on.

Snacks and refreshments will be provided. Donations of toiletries or sanitary products for South Yorks Women's Aid would be gratefully received. If you can't make the drop-in, you can leave donations at the UNISON Office (7.50 EC Stoner).



University of Leeds Branch Bulletin

Access to Work

Do you struggle to get to work because of a disability? If so, then help is available. Access to Work is a Government programme delivered by Jobcentre Plus which provides advice and a financial grant for practical support to overcome work-related barriers due to disability. It is available to customers with a disability who are already in employment or about to start a new job.

UNISON recognises this scheme could be used as a reasonable adjustment for any disabled members who struggle with buses and transport in general. If you're having problems getting to work, or would like to find out more about Access to Work, please contact your local rep or the UNISON Office at: unison@leeds.ac.uk or 0113 3435900.

VC's H&S Awards

The Vice-Chancellor's Awards for Health and Safety 2017 reward and celebrate the exceptional inspiration, commitment and practice of staff and students for health and safety at the University of Leeds.

Submit your nominations for the following categories:

The Vice-Chancellor's Award for Health and Safety 2017

Chosen by the Vice-Chancellor as being the most inspiring entry of 2017. Wins £250 (gift vouchers).

Wellbeing Safety and Health 'Special Recognition' awards

Selected on each application's own merits to recognise people who have: provided inspiration, shown commitment to health and safety and/or 'gone the extra mile' for health and safety (i.e. done something above and beyond what would normally be expected of them in their role).

The University Wellbeing Achievement Award

Proposed by staff during Healthy Week, this award is for people who have made the greatest impact on wellbeing in their area.

For more information, and to put your nomination in, see:

http://wsh.leeds.ac.uk/faqs/213/vice-chancellors_award_for_health_and_safety

Branch Day Trips: What Did You Think?

Here's some feedback from members following our free day trips to Whitby and Durham Miners' Gala:

WHITBY



"A BIG thank you for arranging the free day trip to Whitby...everyone enjoyed every minute."

"I had a great day... we don't get to go on holiday or on day trips together very often. The free bus was much appreciated, and meant we could spend more on having a good time whilst we were there."

"My family had a great time and we really look forward to the trip each year, so thanks to everyone who organises it. Personally I don't think you can beat Whitby."

"We had a great day...Will definitely go back to Whitby...My friend has not had a good year, so she loved the time away too!"

"Everything went really smoothly – nice coach, safe driver, on time, deposit repaid etc. This kind of efficiency can only be achieved with a lot of behind-the-scenes effort, so many thanks for all you did to make this happen for us."

DURHAM MINERS' GALA

"A giant festival full of wonderful banners, brass bands from collieries, fairground rides and trade union speeches...the history of it was overwhelming and it was such a beautiful day out - I'd recommend to absolutely anyone."

Meet the Rep: James Thompson



1. What's your role?

My 'day job' is Employability and Placements Officer in the School of Politics and International Studies. My UNISON role is a Rep in the Faculty of ESLL.

2. Why did you become a UNISON rep?

There is so much wrong with the world and it is difficult to know how you, as one person, can have a positive influence. I believe the only way forward is by coming together through solidarity and collective action.

3. How long have you been a UNISON rep?

I did my training in the first few months of 2015.

4. What's the most frequent member request/problem?

People being treated unreasonably / unfairly by their managers or just some moral support for a 'return to work' meeting when someone returns from a period of sick leave. Also a lot of staff are dissatisfied with the lack of scope for career progression.

5. What's the best thing about being a rep?

Being able to help people, understanding how the university works and how it is supposed to work (not always the same thing).

6. And the worst?

Sometimes we lack the leverage to change things for the better. Just because something is wrong or unjust, doesn't necessarily mean it breaks a law or that we can change it. That can be frustrating.

7. How hard is it to balance your rep responsibilities and your role?

It can be challenging, but we have lots of reps which makes things easier if I am super busy in my day job.

8. How hard was the training?

The training was great. It wasn't that hard and it was really enjoyable. I learnt so much and met some really great people.

9. Would you recommend being a rep to others?

I'd recommend being a rep in a heartbeat. It was, and continues to be, a real eye-opener.

10. Anything else to add?

I wish I'd become a rep sooner.