

UCU CCCU Temporary Agreement Review Update 8 December

Dear Member,

Yesterday was the second TA Review meeting. The previous meeting having postponed outcome decisions to give SMT time to provide full and appropriate information as requested by the UCU financial adviser who will remain active monitoring CCCU's financial position throughout the TA.

I want to make clear the negotiating position adopted by UCU / UCU CCCU in the TA Review was and is that:

UCU CCCU are emphasising the positive factors of student recruitment, student retention and the maintaining of quality of provision and of financial outlook and a positive CCCU budget as vital contributions made by staff to the viability and sustainability of CCCU.

The sacrifices and commitments and professionalism of staff including staff commitment to the TA has been vital in overcoming to date the problems caused by the CV 19 pandemic and in maintaining a positive outlook for CCCU despite confusing government advice and localised problems with, for example, the significant registration and timetabling problems of Semester One

UCU / UCU CCCU is expecting SMT to live up to their commitment to the principles and details of the full TA agreement and particularly their commitment minimise or end Short Time Working (STW) at the earliest opportunity and in relation the original October review date

the SMT response to staff at the end of this Semester needs to mark a substantial, real effective and clear message of recognition of staff engagement commitment and financial sacrifice more fully than that implied by any message that might emphasise future possibilities and ongoing financial caution alone.

SMT recognise that staff have engaged and delivered fully within the TA and have as a result have placed huge faith in the SMT response and decisions made at TA Review points.

Since the early part of the semester staff workload has gone up across the University as pay as been reduced, recruitment levels have not fallen and have generally risen and been maintained and the TA has produced a massive financial lift for the University since October

Simply staff know they have given and given and that as a result the TA Review and its outcome has now become the significant focus of the opportunity for SMT to recognise , balance and redress this situation.

That the communication sent by SMT to staff at the outcome of this stage of TA review will set the tone for the future of the TA and for relations between staff and SMT for the rest of this academic year and that any sense of an SMT message that suggests only *jam tomorrow* is ill advised and potentially damaging to the University.

We are currently negotiating the possibility of a joint UCU CCCU / SMT statement outlining the agreed outcomes of the Review negotiations.

UCU / UCU CCCU are hopeful that a positive joint UCU/UCU CCCU/SMT communication can be sent in the next few days.

Best Wishes,

Bryan Hawkins Chair UCU CCCU

UCU CCCU Update – 11 December

Dear Member,

Below is a communication from Ade Phillips our Regional Support Officer who, as many of you will know, works closely with UCU CCCU and recently has been active supporting us in relation to the Temporary Agreement and related negotiations with SMT.

I would like to take this opportunity to thank Ade for his help this busy and extraordinary Semester.

Ade will be attending the final Branch Meeting of the Semester. The Branch Meeting is on Wednesday 16 December, 1-2pm.

We hope to see you there.

Best Wishes,
Bryan Hawkins Chair UCU CCCU

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Good day colleagues,

On the 7th of this week your Branch Exec and UCU Region attended the latest review meeting to consider the current financial status of CCCU and whether we are able to move to removing the loss of 20% in pay / hours. The accounts and projections provided to date were reviewed externally by Andrew McGettigan on behalf of the UCU.

The positive news first – CCCU believe that you will be out of the short time working by February 2021 – six months ahead of schedule – this undoubtedly is positive when viewed from the position that members were forced to vote to accept back in the summer. Where that good news is devalued in our view is that there are not steps being taken quicker to at least alleviate and/or compensate the losses you have taken, especially when aligned with consistent anecdotal evidence that the 80% working time has been for a significant number of you a mythical target. Your Branch Exec will of course continue to push to remove not only the 20% loss but also full recompense for the monies lost. Our next meeting is scheduled for January and once again we will be asking Andrew McGettigan to provide us with guidance and advice in relation to the accounts and projections supplied.

Although it is a little early I would like to wish you a, hopefully, restful break at the end of semester.

In solidarity

Ade Phillips
UCU Regional Support Official
SE Region