

NO CUTS @ KING'S!

Staff Newsletter

Issue 1, 25th January 2010

Welcome to the first *No Cuts* newsletter for staff at King's. The College has announced 10% cuts and the cuts proposed by the government suggest more are coming. None of this is inevitable but we need to be organised.

The 3 campus unions, UCU, Unite and Unison, have put this newsletter together so that you can keep up to date with the situation at King's and keep you informed of events. But we need your support...

What you can do?

- Join your union.
- Recruit your colleagues
- Come to the open meetings
- Get involved

If there was ever a moment in your working life that you should join a union the time is now. *Don't delay - sign up today!*

UCU: ucu@kcl.ac.uk

Unison: unison@kcl.ac.uk

Unite: Glyn.Baker@kcl.ac.uk

Earlier this month, heads of Russell Group universities wrote in the Guardian in response to Peter Mandelson's announcement of 12.5% cut in the Higher Education Budget – possibly amounting to £2.5billion.

King's College London has already proposed deep cuts equivalent to over 500 jobs, with further cuts likely to follow.

At King's we estimate 177 post are currently "at risk" with many academic

and central departments still to announce proposals (see "At Risk").

This figure excludes those who have taken the Voluntary Leavers Scheme, retired or those posts left vacant.

Senior management have implemented these cuts in a brutal, top-down manner. Staff, from Heads of Department down, are having less say in how things are run as the College adopts an increasingly corporate, and less collegiate, style of working. They have refused to redeploy staff whose posts are under threat while advertising jobs that they are qualified for. Staff with decades of service to College have been pushed out

What about those who remain?

This will mean increased workloads to cover the

work of those who have gone.

Academic staff face larger class sizes and less administrative & technical support.

Professional services staff face longer hours and increased stress.

Students will undoubtedly get a worse experience with larger class-sizes, more stressed lecturers, less time with their tutors. In the Times Higher Education student satisfaction survey, King's has fallen from 45th to 58th place. Cuts will only deepen this decline.

Internationally other countries are investing in higher education and research, e.g. €11bn in France and €18bn in Germany while our own government has found money to bailout banks and fund unpopular wars.

"At Risk"

Dental Institute 16

PSE 30

Equality & Diversity 4

Nursing & Midwifery, Professional Services Staff 8

National Academy of Parenting Practitioners 38

Mental health nursing, IoP 1

Information Resources 15

Brain Bank & Dean's Office, IoP 2

Health & Social Care Division, Professional Services 8

Biomedical & Health Sciences 25

Institute of Psychiatry 30

(Total at risk 177)

We have yet to see proposals for:

- Law
- Arts and Humanities
- Social Science & Public Policy
- Medicine
- Nursing & Midwifery
- Possibly further cuts to professional services

A 10% cut in payroll this would result in 533 jobs being lost. An overall reduction of £915 million across the sector over the next three years was quoted in the Times Higher last year, equating to a 12.5% decline in the HEFCE Budget. Based on that figure 667 jobs could be lost at King's.

Website: www.kcl.ac.uk/unions/

UCU
University and College Union

UNISON

unite
the UNION

NO CUTS @ KING'S !

Issue 1, 25th January 2010

There are better ways of managing and resolving this difficult situation, such as effective retraining and a redeployment policy that values existing staff. Unions nationally have proposed to the Universities and Colleges Employers Association (UCEA) ways of minimising redundancies which UCEA refused to take on board. Recently, over 200 compulsory redundancies were avoided at the University of Plymouth so unions, staff and employers can work together to find their way through difficult times.

We sincerely believe that the head of our universities should be making a stand, in the same way that unions are now against future and proposed cuts before, quoting from the Guardian article, our gold standard system is replaced with "one of silver, bronze or worse".

We need to act to defend jobs and defend a vision of education and research which is about developing an understanding of the world not about running a business and making a profit.

The College is not interested in listening to its staff or students if we want a voice we need to be organised and take action, this needs strong trade unions.

Upcoming events...

OPEN MEETINGS

for all King's staff

Monday 1st Feb

1pm, Waterloo Campus, Room 1.11, Franklin-Wilkins Building

Tuesday 2nd Feb,

1pm, Guy's Campus, Room L1, New Hunts House

Wednesday 3rd Feb,

1pm, Strand Campus, Room K6.29

Thursday 4th Feb,

1.30pm, IoP, Seminar Room 1, Main Building, De Crespigny Park

Organised by UCU, Unison & Unite at King's College London.



ucu@kcl.ac.uk
www.ucu.org.uk



unison@kcl.ac.uk
www.unison.org.uk



Glyn.Baker@kcl.ac.uk
www.unitetheunion.org.uk