

SUCU Annual General Meeting Minutes, Tuesday 26th April 2022, 1-2.00

Chair: Mark Pendleton, Branch Secretary
Robyn Orfitelli, interim Branch President
Minutes: Jane Rodger, Branch Administrator

1. Welcome and previous minutes
 - 1.1. Mark welcomed everyone to the meeting. He reminded members that the AGM has been moved from June to April following a rule change motion that was passed in March. The change of date gives us more of a window to transition from current Committee to the newly elected Committee members.
 - 1.2. The minutes of the last [AGM held 8th June 2021](#), and minutes of the last [General Meeting held 10th March 2022](#) were agreed.
2. Reports: to acknowledge the [Annual Report](#) and take questions
 - 2.1. Mark thanked Sarah Staniland for attending the AGM as our previous President to speak to [her report](#). Sarah spoke to the key points: the local dispute, poor University leadership and decision making, and the state of industrial relations. Sarah also flagged that local campaigns have been restarted after a year of focusing on Covid related H&S, and thanked all those involved. As Sarah now steps down as Branch President and moves on to a career outside of HE she thanked everyone for their solidarity, strength and passion in the most difficult of circumstances.
 - 2.2. Mark briefly spoke to the [Treasurer's Report](#) in Pablo Stern's absence. It was noted that UCU subscription rates continue to be more progressive.
 - 2.3. James Cranch spoke to his [Membership Secretary Report](#). He reiterated his thanks to the excellent network of Dept Reps and Contacts for their help with the "get the vote out". He encouraged members to volunteer if they do not have a workplace rep. We can provide support if you would like to call a local meeting of members, and if you would like to hold a recruitment event.
 - 2.4. Tim Herrick spoke to his [Personal Casework Report](#). Like other aspects of our union work we are part of a team and Tim thanked current caseworkers for their time and commitment.
 - 2.5. Vicky Crewe spoke at the end of the reports to offer thanks and appreciation to Sarah on behalf of the Branch. We are so lucky to have had Sarah fighting for us and alongside us for all these years. We will miss her leadership, passion, energy, good humour, and willingness to stand up and say what she believes is right. Vicky wished Sarah all the best. Sarah was presented with a UCU hat knitted on the picket lines by our knitting pickets.
3. Elections
 - 3.1. SUCU Branch Officers 2022-23 starting 1st August. This was overseen by our Branch Administrator Jane Rodger who acted as returning officer. Jane read out the nominees (below) to the Branch Officer positions. Only one eligible candidate was nominated to each Officer vacancy.

<u>Branch Officers</u>	<u>Name</u>	<u>Dept</u>
President	Robyn Orfiteli	School of English
Senior Vice President	Sam Marsh	School of Maths and Statistics
Vice President × 2	Traci Walker	Human Communication Sciences
	Ed Yates	Management School
Branch Secretary	Vicky Crewe	Student Support Services
Treasurer	Pablo Stern	Retired
Membership Secretary	James Cranch	School of Maths and Statistics
Equalities & Diversity Officer		
Anti-casualisation Officer	Nick Burke	Sociological Studies
Communications Officer	Ben Purvis	Management School
Education Officer		
Health & Safety Officer	Craig Brandist	Russian and Slavonic Studies
Pensions Officer	Matthew Malek	Physics and Astronomy
Personal Cases Secretary	Tim Herrick	School of Education
Post Graduate Researcher Officer	Alex Kirby-Reynolds	Sociological Studies
Policy and Governance Officer	David Hayes	Law
Environmental Officer		

A vote was taken to confirm the election nem con, with 99% in favour, none against, and 1% abstentions. Jane declared each candidate for Branch Officer roles elected.

- 3.2. SUCU Ordinary Committee 2022-23 starting 1st August. This was overseen by our Branch Administrator Jane Rodger who acted as returning officer. There was one eligible candidate for five of the six Ordinary Committee vacancies.

Oli Johnson	APSE
Naomi Hetherington	APSE
Joe Hill	Mechanical Engineering
Maria Alexandrescu	Architecture
Remi Edwards	Politics

A vote was taken and the election was confirmed unanimously. Jane declared each candidate for the Ordinary Committee positions elected.

- 3.3. Branch rules allow for the Annual General Meeting to co-opt up to five extra Ordinary Committee members. Jane Simm (retired member), James Bollington (Student Support Services), Eleanor Madley (School of Languages and Cultures), and Mick Ashman (School of Nursing and Midwifery) have put their names forward. A vote was taken to confirm their co-option with 99% in favour, none against and 1% abstentions. Jane declared each candidate for the Ordinary Committee positions co-opted.

3.4. Election of Interim Chair. Mark explained that as Sarah has stepped down as President and the new Committee does not start their roles until August, we need an interim President. He proposed that Robyn Orfitelli undertakes an interim President role between now and August when she would officially start the role. This was seconded from the floor. A vote was taken and 99% were in favour, none against and 1% abstentions.

4. Delegates to UCU Congress 2022

4.1. Robyn took over as Chair of the meeting.

4.2. Congress will be held from the 1st to the 3rd of June this year. Robyn explained that she will be attending Congress as a National Executive Committee member. The Branch has space to send five delegates. Sam Marsh, Mark Pendleton, Traci Walker and Jess Meacham have put their names forward to attend. We would like to send a full delegation from the Branch and members were encouraged to get in touch to find out more and/or volunteer. Committee would like to seek members' permission to approve a fifth delegate should someone volunteer.

4.3. A vote was taken to approve Sam Marsh, Mark Pendleton, Traci Walker and Jess Meacham as SUCU delegates, and to allow the Committee to approve a fifth. This was approved unanimously.

5. Amendments to motions for Congress 2022

5.1. We have not received any proposed amendments to motions going to this year's UCU Congress. SUCU Committee will be looking closely at all the motions. If we need a steer about how to vote we will come back to members for discussion.

6. Ukraine motion

6.1. The following motion was proposed from the floor and seconded from the floor. The proposer spoke to the motion and gave background.

Resolution of UCU Sheffield University branch regarding the Russian invasion in Ukraine

This Union notes:

- that the war in Ukraine has led to a major humanitarian disaster for the people of Ukraine and had negative consequences in Russia. In particular, academics in Russia have been subjected to political pressure for collaborative projects with colleagues in the West and chosen to leave the country for fear of their personal safety;
- the AHRC has suspended funding for research with Russian universities;
- colleagues in UCU at Sheffield, including in the departments of Archaeology and the School of Languages and Cultures, have critical expertise in the field of Russian and Ukrainian history and politics;
- their work *inter alia* contradicts the propaganda claims of President Putin that Ukraine is an artificial state without its own history and national identity and many of the stereotypes common in the western media;
- Sheffield UCU branch is affiliated to the Stop the War coalition that opposes the Russian invasion and also the role of NATO in destabilising the security architecture in Eastern Europe;
- other trade unions in Britain such as FBU and Unite have put forward statements that express their opposition to the Russian invasion of Ukraine and the effects of the eastward expansion of NATO.

This Union believes that:

- the labour movement has a vital role to play in establishing international solidarity with trade union activists in Ukraine and Russia, including in the HE sector;

- the UCU can contribute to the response of the trade union movement in Britain in conjunction with other trade unions such as the FBU and Unite, including at the TUC conference in the autumn.

The branch resolves:

1. To offer solidarity in support of scholars and trade union activists in both Ukraine and Russia, including support for scholars who have fled to Europe and also for cross-border collaboration with scholars who remain in Ukraine and Russia;
2. To re-affirm our affiliation with the Stop the War coalition and to engage in dialogue with other trade unions in order to coordinate a campaign of solidarity against the war;
3. To campaign further against the closure of the department of Archaeology and the re-structuring of the School of Languages and Cultures that threatens important work in the area.

6.2. A suggested amendment to the motion was proposed from the floor. This was to remove the first portion of resolves 2, making it “To engage in dialogue...”. This amendment was seconded from the floor.

6.3. The discussion included:

- 6.3.1. The link between the Stop the War Coalition and the Socialist Worker Party is troubling to some members.
- 6.3.2. There was a point of clarification that national UCU is already affiliated to the Stop the War Coalition and neither passing the amendment nor the motion would alter that in either direction.
- 6.3.3. The Socialist Worker Party is a small element of the Stop the War Coalition.
- 6.3.4. The Stop the War Coalition has a really good position on the war in Ukraine - one of very few left organisations that does.
- 6.3.5. The proposer of the original motion had the right of reply which was that the Stop the War Coalition has mobilised millions of people, the SWP is a small sector, and they are involved in many campaigns. We need to take a position of looking at the causes of the war. There is a legitimate debate about what happened many years ago but it is not relevant to this.

6.4. A vote was taken on the proposed amendment and the outcome was 38% in favour, 38% against, and 24% abstentions. As the vote was a tie, the status quo ante was upheld and the motion remained unamended.

6.5. A vote was taken on the original motion and the outcome was 69% in favour, 13% against and 18% abstentions. The motion therefore passed.

7. Any Other Business

7.1. Robyn thanked everyone for attending and made her closing remarks. This is the third consecutive difficult year. We as a Branch have risen to the challenge with more emergency General Meetings than we can count, incredibly difficult conversations about strategy where we have disagreed and sometimes been not sure. Through all these conversations we have stood together and upheld our democratic processes. We have done incredible things in staving off bad covid policies, and dangerous aspects of the local dispute related to governance and threats to jobs. We have fully engaged with the national disputes and with the structures of the national union. The next year may not be any easier, but we can do it, as we have done it every single time.

SUCU Annual Report 2022

President's Report

Sarah Staniland

It feels like the default now to start an Annual report with an acknowledgement of how difficult the year has been for the sector as a whole and for us at this institution. A difficult year to follow the previous difficult year. In many ways this year has been more challenging with the pretence of returning to normal creating ever increasing workloads (logistics management have failed to address, pushed down to us) with more contracting Covid this year, we were left with juggling work with isolating sick (yet often annoyingly lively) children and other family members with previous contingency or planning for such caring now removed. Forget “do what you can” from 2020, it was now “do everything, for everybody, now!” This massive pressure has been applied when we are all running on empty, exhausted. Yet even against this backdrop of fatigue of the last two years UCU members have worked tirelessly. It has been a massive year for us both nationally and locally and Sheffield UCU members have risen to the challenges in spades.

Locally, our institution has been dogged by dire, unaccountable, and intransigent leadership. We have received no gratitude or even acknowledgement for our herculean efforts of the last two years that has pushed us to breaking point but instead we have seen an escalation of anti-trade union sentiment and activities from senior management. It is fair to say our relationship with them is increasingly hostile. Union busting behaviour sweeps from trade union discrimination, breaching our joint framework agreement in ways such as negotiating in bad faith, denying requests for data (we now have to use FOI requests), withholding facilities and staff lists from us and proposing rehousing us at one end of campus in a building with limited accessibility when they knock down Hounsfield road in a matter of months. This management attitude is a huge shift from our broadly collaborative relationships in the past, and is now both pervasive and requires constant battling from us alongside our sister campus trade unions.

In last year's report I touched on the “grossly mismanaged attempt to dismantle and reorganise” SLC and close Archaeology. These projects have dominated our local campaigning this year. The Archaeology closure was the subject of a highly controversial June Senate meeting where much opposition was heard but the views of Senate were gathered for council in a highly irregular “survey” of individual Senate members, rather than providing an opportunity for Senate to express its collective view. Whilst the majority of the Senate respondents expressed caution and/or were strongly opposed to UEB's proposal to close the department, Council decided to press ahead with the UEB plan. The department itself ran (and is still running) an incredible campaign against the closure reaching across the globe, for which recognition needs to be given to both Umberto and Caroline for their immense leadership. While hundreds of letters from learned societies, esteemed figures and regional groups rolled in, Council was not provided this evidence and was also denied letters from the staffside trade unions and a letter of concern from Senators. In parallel, the amateur vision of a “Future for Languages” developed with no input from staff and students with relevant expertise of the programmes involved, predictably fell apart in uneven ways after a hasty move to shift language specialist teaching out of the School of Languages and Cultures despite overwhelming evidence of the pedagogical damage and institutional risk. SLC colleagues remain at risk from Stage 2 of the plan. A local ballot for industrial action to defend the jobs of those in SLC and Archaeology showed the strength of feeling across the University with 73.5% voting yes to strike action, and 83.5% voting yes to action short of a strike. Importantly, this mandate was enough to strengthened our hand and made management rethink. I was personally very concerned. Before the ballot, it seemed like we were looking at an imminent closure of the department Archaeology with redundancies in SLC. The ballot required them to negotiate with us. The closure of Archaeology was delayed by 2 years, the third phase (the vague visions of a ‘federation’ of language departments) has been paused and we have secured some gains in increasing the job security of those in the department, and will continue to push for more. We were lucky enough to have a passionate guest speech from Liverpool UCU's Jo McNeill at the beginning of this local dispute, where she gave us invaluable advice based on their local disputes experience. It is heartening to reflect that the strength of our members' resolve forced a partial management change without the need for us to call any industrial action on the local dispute. While this may be the case the campaign is still not over, and we need to keep fighting. The closure of the department of Archaeology as a distinct unit in Sheffield is still looming while SLC is left to pick up the pieces of its failed restructure. There are two lessons I want every member to take from this. The concept of “wither on the vine” is a powerful one. It is not the first time a work area or department has been neglected and

starved. People leave and nothing is done then suddenly it is “unsustainable”. Remember the old adage “The only thing necessary for the triumph of evil is for good [people] to do nothing.” Staff loss through retirement, resignations or VSS has for too long now not been seen as leaving a vacancy. It came up in our negotiations. We really need to push that it is the post not the person, and when a person leaves, the post still exists unless university management can provide a good business case to remove it. The second and most important is that governance is key. Governance needs to be transparent and challengeable. Decisions and strategy need to be robust enough to be debated and scrutinised. Decisions need to be double checked impartially. I have not found this to be the case over the last year in these two processes, where the same group of senior managers pushed through reviews, made decisions, presented their flawed cases to Council and then tried to implement their own disastrous plans. This is not effective decision making, or good leadership. It is thus imperative that more people like you get involved in governance, on Senate, or even on Council. Scrutinise and ask questions. I want to thank Sam and Julian for working with me to form the negotiation team on this campaign, as well as Mark, Ben, Robyn and Vicky and the whole dispute committee for all their work behind the scenes.

Other local work that fell by the wayside through Covid has also restarted this year. The workload working group has reconvened, as too have pay boundary negotiations, we are serving on ACP promotion appeals and pushing management to reflect on huge issues that the implementation of this new system has flagged, and to make necessary changes to it. Of course Covid did not disappear this year and I want to say a special thank you to Craig for his diligence and drive really holding the University to account this past two years on Covid ventilation, and both Craig and Mick for the tireless work on risk assessment. There is real hope that we can achieve more through the newly formed Stress working group. Anti-casualisation work in our Branch has recently been very strong, and I want to thank both Ben and Alex for growing this further and building a really vibrant anti-casualisation network. Individual casework always continues and it is one of the most valuable activities we do as a branch in ensuring that members are treated fairly, but is often under acknowledged. Thank you so much to all our caseworkers and particularly Tim who coordinates our activities in this area. While it can be complex and challenging, casework is definitely one of the most rewarding and knowledge building union activities I have done and would recommend giving it a go if you'd like to get more involved in the work of the branch.

The year has also been dominated by two huge national disputes of critical importance. Our branch beat the anti-trade union thresholds again in both disputes - twice - another clear demonstration of the strength of the branch and our resolve. The future of both disputes is the focus of intense debate both within the branch and nationally. We have not yet won the concessions we deserve, but once we have settled on a strategy that we can unify behind, I'm confident that we will win back the fair treatment we deserve.

This really is the fight of our lives, not just about our pay and pension, but really to save the sector.

As you know, I am not just stepping down as president, but I am leaving my job and HE completely. When I started out 17 years ago, this was a dream job. A job I loved and worked hard to make it a success, but over the last 5 years it has turned into quite the opposite. When I came, the job was flexible, there was time and space for creativity. I was well funded and well supported. I could travel the world and work with incredible people at the cutting edge of knowledge itself. I was well paid with one of the best pensions in the country.

With the increased marketisation of the sector and poor management leadership culture, workload has gone through the roof, with more and more work expected to simply be done for free. Chaotic structures and lack of effective management makes positive change and job satisfaction almost impossible. I couldn't just stand by. I have always been a trade unionist (delivering leaflets and holding banners on marches being some of my earliest memories) and believed strongly in the strength and power of the collective. I had to serve to help make things better. So there I have been for years ranting at senior management and HR, warning them they need to change. But they never changed for the better, only the worse. Over covid I reflected that this was just not fair on me, my family, mine and their health and my career. Covid made me reflect, but all the issues were there before, Covid has only served to show them more starkly. My instinct is to stay and fight but it got so bad I have to think of myself and my loved ones now. We don't owe loyalty to a job. We should do a fair day's work for a fair day's pay and the truth is that I wanted a new challenge with training and development, with recognition, with impact, with a good wage and a good pension.

They are killing the sector and while I am leaving, I know you will continue to fight back harder. The union has achieved good things. It wasn't quite the utopia I described above when I joined the sector. Unprofessional nepotistic culture was rife, sexism and sexual harassment was commonplace and safety at work could be poor due to old-fashioned ideas and hierarchy. The work of UCU over the years has done a lot to tackle these issues

and make our workplaces better. I still believe in HE and I believe in this branch: in knowledge and discovery and education and I believe it should be and can be better. I can't wait for you to win. Then I might be tempted to come back...

So I end with thanks. It has not only been a privilege and an honour to lead this branch of UCU, it has been a joy to work with such impressive, intelligent, passionate and dedicated individuals. I want to acknowledge you all and thank you for all the work you do and keep doing, especially our most active members, our reps, our caseworkers and committee members. We are all at breaking point and yet we find the strength and the passion to come together and to fight for what is right. Thank you for not only keeping going, but doing so with energy and conviction! I also want to thank some people specifically. I want to thank our branch administrator Jane Rodger first and foremost for being an incredible woman, keeping everything and everyone in check and keeping us (especially me) calm. A massive thanks to everyone on committee. It has been A LOT this year and you guys have risen to challenge after challenge. Thank you to the old timers, for wisdom and institutional memory, thanks so much to the new members, for asking pertinent questions, bringing new ideas and for rolling your sleeves up and getting stuck in. This year committee welcomes several new members, and this year for the first time we are electing them now in advance of starting in the late summer to ensure a proper handover and most importantly facility time for union work can be properly built into workload planning.

Mark Pendleton has been an incredible Branch Secretary, and Themesa Neckles has been an inspirational EDI officer: they will be stepping down from committee this year along with Lisa Stampnitzky, Bill Lee, Will Hornet, and Andrea Genovese. Julian Gosliga and ex-committee member and dedicated Caseworker Jess Meacham will be not only stepping down but leaving the institution as well. I and the whole Branch are so grateful for all of your work, service and support and hope you stay active in UCU in the branch (or new branches or Unions). I also want to give a special mention to James who has done incredible work as membership secretary, running 3 get the vote out campaigns and some amazing computer list wizardry (given the issues we've had with management above); and also to Traci, who started this year as an ordinary committee member and stepped up to join Ed and Sam as a Vice president.

Our Branch is so lucky to have both Sam Marsh and Robyn Orfitelli, who work so hard as national negotiators for the USS and 4 fights disputes respectively. Robyn also sits on HEC and as if that wasn't enough she works tirelessly for the branch as comms officer too this year and as the vice president last year. In this respect I leave you in safe hands. Robyn has kindly agreed to take on the Presidential baton and I cannot think of anyone more quality and more capable for this role. I can't wait to watch the success of the union and this branch grow from strength to strength.

Treasurer's Report

Pablo Stern

I am pleased to report that the branch finances continue to be healthy. Our income comes from the 'local' element of your monthly subscription, graduated according to income (see section 1 below).

The accounts below (in section 3) are for the full year from September 2020 to August 2021, audited by UCU head office, and for the three months up to November 2021. I have also included for your information a breakdown of the Hardship Fund element of the accounts for this financial year up to 8 April.

Our branch funds saw an increase in 2020/21 of about £15k, partly because of the switch to online meetings both local and national. This increase fully made up for the reduction the previous year caused by our donation of £13.8k to the national Fighting Fund, and put us in a strong position financially for the current ongoing industrial action.

Overall we are running on a sound financial footing, and if we ever do have a normal year we could expect normal income to be a bit more than normal expenditure. Our main expenditure is for our excellent Branch Administrator, and this year there is of course significant expenditure on the local Hardship Fund.

We are required to keep minimum reserves sufficient for one year's routine expenditure, which includes the salary plus on-costs for our administrator. This comes to roughly £45k, which means our 'free' reserves are much less than our balance, but still over £25k, so we should be able to financially sustain further substantial industrial action.

I would stress though that our local funds could not sustain strike pay, just hardship payments. If national UCU do not extend the 11 day cap on strike pay then we would expect more applicants to the local fund, and may need to prioritise more rigorously. We will keep you informed if things start looking tight, and any change in policy will of course come to a General Meeting.

There was a national on-line meeting in April for branches with significant reserves, and it may be that we are asked again, as we were in July 2020, to contribute some of our reserves to the national Fighting Fund. Any such decision would come to a General Meeting.

Reports

Below are:

1. UCU national and local subs rates from September 2021
2. Donations and subscriptions since the last AGM (June 2021 to March 2022)
3. Financial Reports
 - a. The audited accounts for the last UCU financial year, to 31 August 2021, approved by UCU head office.
 - b. An interim financial statement for the first three months of 2021/22 (September to November), and for the Hardship Fund to 21 April

If you have queries or comments or would like to see the accounts do contact me via the SUCU office or at p.stern@sheffield.ac.uk.

1. UCU subscription rates 2021/22

The tables below set out the national subscription rates which have applied since September 2021. The changes from the previous year were a reduction of 2% for members with income between £5k and £30k, with no change for those earning above 30k and for retired members.

The local subs change at the same rate as the national subs, as agreed at our 2013 AGM.

Subscription rates from Sept 2021			
	Monthly national subscriptions		SUCU local subscriptions
	including political fund	excluding political fund	
£60,000 & above	£27.38	£27.11	£3.65
£40,000-£59,999	£24.17	£23.94	£3.54
£30,000-39,999	£21.26	£21.06	£2.60
£22,000-29,999 <i>[was from £20k]</i>	£17.77	£17.60	£2.31
£15,000-21,999 <i>[was to £19,999]</i>	£10.59	£10.49	£2.26
£5,000-14,999	£4.61	£4.57	NIL
Below £5,000	£1.00	£0.99	NIL
Retired/attached members	£2.91	£2.89	NIL

2. Donations and subscriptions June 2021 to March 2022

21/06/2021	Donation to Leicester UCU strike fund	£500.00
22/06/2021	Donation to Liverpool UCU strike fund	£250.00
30/06/2021	Donation to Liverpool UCU strike fund	£250.00
11/11/2021	Donation to Goldsmiths UCU hardship fund	£500.00
08/12/2021	Donation to IWGB courier strike fund	£500.00
18/01/2022	Affiliation to Sheffield Trades Council	£435.00

19/01/2022	Affiliation to NSSN	£50.00
01/02/2022	Affiliation to Cuba Solidarity	£40.00
03/02/2022	Affiliation to Labour Research Dept	£278.25
16/02/2022	Affiliation to Justice for Columbia	£90.00
16/02/2022	Affiliation to Hazards	£15.00
01/03/2022	Affiliation to Campaign Against Climate Change	£25.00
18/03/2022	Donation to USS legal challenge	£1,000.00

3. Financial reports

The accounts for the UCU financial year ending 31 August 2021 follow, together with the interim accounts for the current financial year, September 2021 to November 2021.

- These accounts were prepared by the branch accounting service. We get quarterly summary accounts as well as the full end of year accounts.
- The accounts for 2020-21 have been signed off by UCU head office.

3.a.1. Income & Expenditure Account 2020-21

September 2020 – August 2021

Income		<i>Totals</i>
Subscription Income	66,959	
Hardship Fund Income	957	
Charges on Income		
Subscriptions Payable to Head Office	13,321	
Subscription Collection Charges	379	
Total Effective Income:		54,216
Expenditure		
Travel	0	
Telephone	120	
Printing & Stationery	0	
Catering	144	
Donations	4,320	
Subscriptions/Affiliations	1,059	
Miscellaneous	906	
Repairs & Renewals	0	
Clerical Assistance	26,585	
Pension	5,132	
Hardship Support	0	
Admin/Ins Cost	95	
Accountancy Fees	800	
Total Expenditure:		39,161
Net Income/(Expenditure):		15,055

3.a.2. Balance Sheet 2020-21

September 2020 – August 2021

		<i>Totals</i>
Fixed Assets	0	0
Current Assets		
Bank	73,685	
Bank – Hardship Fund	1,666	
Cash	25	
FX Card	359	
		75,735
Current Liabilities		
Creditors and accrued income	1,497	
		1,462
Total Assets less Current Liabilities:		74,238
Accumulated Funds		
B/fwd	59,183	
Surplus/(Deficit) for the year	15,055	
		74,238

3.b.1. Interim Income & Expenditure Account 2021-22

Year to date September 2021 – November 2021

		<i>Totals</i>
Income		
Subscription Income	17,043	
Donations Received	10	
Charges on Income		
Subscriptions Payable to Head Office	3,329	
Subscription Collection Charges	93	
Total Effective Income:		13,631
Expenditure		
Travel	0	
Telephone	30	
Printing & Stationery	0	
Catering	16	
Donations	500	
Subscriptions/Affiliations	30	
Miscellaneous	189	
Repairs & Renewals	0	
Clerical Assistance	6,645	
Pension	1,295	

Hardship Support	0	
Admin/Ins Cost	36	
Accountancy Fees	200	
Total Expenditure:		8,941
Net Income/(Expenditure):		4,690

3.b.2. Interim Balance Sheet 2021-22

Year to date September 2021 – November 2021

		<i>Totals</i>
Fixed Assets	0	0
Current Assets		
Bank	76,929	
Bank – Hardship Fund	1,674	
Cash	25	
FX Card	428	
Prepayments	73	
		79,129
Current Liabilities		
Creditors and accrued income	200	
		200
Total Assets less Current Liabilities:		78,929
Accumulated Funds		
B/fwd	74,239	
Surplus/(Deficit) for the year	4,690	
		78,929

3.b.3. Interim Hardship Fund Report 2021-22 (details)

Year to date September 2021 – 21 April 2022

Income		<i>Totals</i>
b/f	1,666	
From Branch Funds	3,000	
Individual donations <small>[some are refunds of excess from delayed national strike pay]</small>	1,515	
		6,181
Expenditure		
10 payments to casual/short term staff	2,389	
4 payments to part-time staff	1,395	
7 payments to full-time staff	1,717	
		5,501
Current Balance:		680

Membership Report

James Cranch

I've been membership secretary for ten months now, taking over last year from Katy Fox-Hodess who has continued to kindly offer her services for recruitment training.

UCU membership is tidal. Recruitment tends to happen all year round, but we suffer a decrease in numbers every summer when staff are most likely to retire, move university, or finish fixed-term contracts. Whenever we call a ballot it seems that a small number of people leave, but then more join, and then in the process of running the ballot we usually discover some members have left the university and so we have to remove them from the branch.

I am happy to report that, through all of this, membership has been buoyant over the year. An immediate ambition is to have more members than the number of the current year. It will not be difficult to achieve this! An only slightly more distant ambition is to ensure that the tidal ebb never takes us below 2000.

All this, of course, has been conducted in a very difficult environment. Assuring us that the pandemic is over and that it's back to normal hasn't actually made the pandemic go away, and certainly hasn't made things normal. There have been no university-wide in-person induction events for some time, and the university continues to deny us the chance to reach new starters across the university by email. Thus, at the moment, recruitment is more than ever done by our reps and our ordinary members. If you have ideas; let us know and we'll do what we can to help, particularly if you want to host an extraordinarily large perspex recruitment sign for an afternoon.

I have also been able to organise our branch's Get the Vote Out campaigns, to help the branch deliver five mandates for industrial action across three disputes (plus a successful consultative ballot): certainly a record. Our ability to deliver these mandates depends on our excellent network of departmental reps. While excellent, this network is far from perfect, and if you perceive a gap in your department or group, please do consider becoming a rep.

Personal Casework Report

Tim Herrick

Personal casework is anything involving supporting members on a one-to-one basis, through experiences that might be challenging or disruptive. It can often be hung around formal university processes, such as capability proceedings, difficulties with ill health and sickness absence, or matters of behaviour and professional conduct; but equally, it can just be about difficult personal relationships between individuals or teams. All UCU members of more than three months' standing are entitled to casework support.

The support is offered through group surgeries, which take place every couple of months; and support from individual caseworkers, of whom there are currently around 18. This is an increase in the number of caseworkers on recent years, and I thank all of them for the time and effort they have put into firstly being trained, and secondly putting this training to use in supporting colleagues. It can be challenging work - emotionally and practically - and having a casework community on which to draw is beneficial for us all.

Since the start of the academic year, there have been 67 requests for casework from members. The largest share (35%) comes from members in the Faculty of Social Sciences, as perhaps best fits the size of the Faculty and the profile of SUCU membership. Over 70% of the concerns raised can be classified as "working conditions" and "contract", suggesting that it is typically the day to day experiences of colleagues that are proving problematic, not unusual interruptions such as management processes around capability or disciplinary hearings. Finally, in over 65% of the cases we were able to offer the member support, through a surgery, basic advice from the branch secretary, the assignment of a caseworker, or a combination of all three. From the remaining 35%, it's worth noting that 25% from these were situations where members didn't complete or return casepapers, making a *de facto* choice not to continue pursuing UCU support.

My thanks go to all caseworkers for their time and specialised knowledge in supporting members, which, to borrow a phrase from the branch treasurer, is a good example of what solidarity looks like.