Welcome to Newcastle University
Welcome and Introduction to the Programme

Linda Robinson
Organisational Development Lead
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>9.45</td>
<td>Registration and refreshments</td>
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<tr>
<td>10.00</td>
<td>Introduction</td>
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<td>Linda Robinson, Organisational Development Lead</td>
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<td>10.15</td>
<td>Welcome to Newcastle University</td>
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<td>Professor Chris Day, Vice-Chancellor and President</td>
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<td>10.40</td>
<td>Counting What Matters</td>
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<td>Colin Campbell, Director of Strategic Planning</td>
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<td>11.10</td>
<td>Refreshments and Information Fair</td>
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<td>11.40</td>
<td>Newcastle University, Organisation, Structure and Governance or Who Runs Your University?</td>
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<td>Abi Kelly, Executive Director of Corporate Affairs</td>
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<td>12.00</td>
<td>Human Resources at Newcastle University</td>
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<td>Garry Coupland, Assistant Director of HR</td>
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<td>12.20</td>
<td>Organisational Development</td>
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<td>Linda Robinson, Organisational Development Lead</td>
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<td>12.35</td>
<td>Trade Union Representation</td>
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<td>Trade Union Representatives</td>
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<td>12.45</td>
<td>Lunch and Information Fair</td>
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<td>13.20</td>
<td>Tour of Campus (Optional)</td>
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Questions to answer

1. What is the University’s core business?
2. Who are its key senior people?
3. How is the University organised and governed?
4. What are the University’s policies on employment-related matters?
5. What opportunities will be available to you for development and training?
An Introduction to Newcastle University

Professor Chris Day Vice-Chancellor & President
13th September 2017
How we’re organised:

3 Faculties
- Faculty of Medical Sciences (FMS)
- Faculty of Humanities and Social Sciences (HaSS)
- Faculty of Science, Agriculture and Engineering (SAgE)

5 Core Functions
- Research
- Business & Innovation
- Teaching
- Engagement
- Internationalisation

Underpinned and supported by Professional Services
(Finance, HR, Estates, NUIT, Library, RES, Student Services, Corporate Affairs)
Teaching excellence:

- TEF Gold 2017
- Nine out of 10 UG students are satisfied with our teaching
  - and they consistently tell us so (NSS)!
- Our students get jobs
  - 82.6% are in ‘graduate level’ employment / further study within six months of graduation
- We provide good extracurricular activities
  - including 5,000 volunteering opportunities, representing almost 50,000 hours of service
- We have a strong focus on student entrepreneurship
  - creating jobs, revenue and investment
- Regionally, we do very well on Widening Participation
  - Our PARTNERS Programme is one of the largest access schemes in the country
Research excellence:

Research Excellence Framework 2014

We are ranked 16th for research power out of 154 higher education institutions in the UK.

The vast majority of our research (78%) is world-leading or internationally excellent (4* or 3*)

952 staff members submitted research to the assessment. That's 80% of our eligible staff.

Ranked 3rd for English, with 100% of research rated world-leading for impact.

We are ranked in the top 12 for Geography, Architecture and Planning, and Cultural and Media Studies research quality.

We made 28 submissions to 27 units of assessments and 113 impact case studies.

Ranked 4th amongst UK medical schools for Clinical Medicine research intensity. Ranked 5th amongst dental schools for research quality.

Ranked 5th for Biological Sciences research quality and Psychology, Psychiatry and Neuroscience research impact.

Ranked 1st in the UK for Computing Science research impact, ranked 3rd in the UK for Civil Engineering research power and ranked 11th in the UK for Mathematical Sciences research.
• Engagement = the deployment of our Research and Teaching to address societal challenges
  – regionally, nationally and internationally
  – through addressing Global Societal Challenges

• Engagement feeds back into and reinforces Research and Teaching

• The co-production of knowledge: university and society

• Has a strong city/regional (“place” based) component AND:

• A national & global component
Economic Impact

£1.1 BILLION
GVA in the UK

£800 MILLION
GVA contribution to the three Northern regions

8,850 FTE JOBS
Full-time equivalent jobs in Newcastle

3rd
Largest employer in the city

4th
Largest employer in the region

6%
Of all jobs in the city
Science Central: Masterplan

- Urban Sciences Building
- Science Square
- Innovation Hub
- Learning & Teaching Centre
Developing our new strategy/vision
The challenge: to get from here…
If there were three words that you wished applied to your institution but don’t, what would they be?
Current Vision/Mission

Our Vision
“A world-class civic university”

Our Mission
• Research-intensive
• Teaching and learning of the highest quality
• Play a leading role in the economic, social and cultural development of the North East of England.

Our Philosophy: Excellence with a Purpose
We not only create knowledge and educate students, we also respond to the needs and demands of society.
• The idea of a civic university
  – Goddard *et al*: Case studies of 8 Unis
  – Universities as a “Public Good”
• The idea of “impact”
  – Now firmly part of REF
• The idea of *challenge-led research*
  – Now embedded eg GCRF/UN SDGs
• Other universities are catching up
  – Defining their own versions of SCTs
  – Using the ‘Civic University’ label
  – “Civic” role now part of Russell Group mantra
Some staff appear uncomfortable with the civic label
- “It’s too parochial in the global world we now operate in”
- “It’s only about the SCTs which are too narrow”
- “It distracts us from our core academic business”
- “It hasn’t helped our reputation (as judged by league tables)”

Some staff don’t appear to buy in to the “purpose” agenda
- It doesn’t relate to “our” work – which is typically either:
  - “Classical” research, with the “purpose” of advancing their field resulting in high quality publications and grants AND/OR:
  - Teaching, with the purpose of facilitating learning of the highest quality
- Neither are focussed primarily on producing “societal/civic” impact
Potential solution to the “civic” question

• We accept that being a “civic” university is now one of every university’s core functions along with research and teaching & learning

• We omit it from our vision statement and use something like:

“Excellence with a purpose – transforming futures”

OR:

“Excellence with a purpose – transforming lives”
2. and 4. = “Translational research”; 4 also referred to as implementation, practice or policy-based research.
Revised mission statement

- Perform world leading research within and across disciplinary boundaries for discovery and impact
- Educate for life to the highest quality to inspire and improve
- Engage with society at the global and regional level to make it healthier and stronger and transform the future
What will make us distinctive?

• Derives from **three distinct elements:**
  
  (a) In both R&T, our disciplinary strengths *and* our interdisciplinary working (e.g. Dentistry, Geography – QS World top 50)
  
  (b) The “Grand” Societal Challenges we focus on *
  
  AND:
  
  (c) The *nature and extent* of our societal engagement and our clear focus on *translating* our excellence into societal impact
  
• Crucially we need *all three* to deliver real *and broad* societal impact
Our Grand Societal Challenges?

- **Ageing**: led by the Institute for Ageing
- **Social justice**: led by the Institute for Social Renewal (*MLK, Freedom City*)
- **Energy**: led by the Sustainability Institute (*affordable, reliable, sustainable energy*)
- **Cities/urban**: led by a “new” structure under consideration
- **“Skills”:**
Framework for our strategy

Excellence with a purpose: transforming futures

- Excellence, ambition and aspiration
- Diversity and inclusivity
- Trust, integrity and respect
- Social responsibility

Guiding principles
- Partnership
- Innovation
- Interdisciplinarity

Enabling strategies
- People
- Infrastructure
- Sustainability

Vision and Values

Priorities / Objectives

Principles and Enablers

Education for Life

Research for discovery and Impact

Engagement for societal benefit

Inspiring places

Global influence

Newcastle University
UK | Malaysia | Singapore
Next steps

• Further participation of staff, students and external stakeholders through World Cafes etc
• Analyse results of external stakeholder perception survey
• Improve marketing capacity and work to develop our “brand”
• Aim to present principles of revised strategy to Council/Senate in October – launch full strategy Spring 2018
Thank you
Newcastle University’s Strategic Objectives
Counting What Matters
Dr Colin Campbell
Universities in the North East

• £1.3bn p.a. income
  – up 16% in four years
  – £3bn including secondary impact
  – 3% of North East GVA
  – Research income £193m: up 33% in four years

• 99,000 students
  – 83% UK/EU, 17% from outside EU

• 17,220 staff
  – 1.4% of total North East employment
  – up 3% in four years

• And punching above their weight
  – 4.4% of the UK student population
  – Newcastle and Durham top 20 nationally and top 200 in the world
  – Teesside : THE University of the Year 2009
Newcastle University

THE INDUSTRIAL STRATEGY AND UNIVERSITIES

The 5 universities in the North East...

- Contribute £724 million to the local economy
- Provide 14,661 jobs
- Generate £865 million in other industries in the region
A Northern powerhouse?

N8 universities attract annual research income of £1.26 bn

Northern employment generated by N8 universities and students totals 119,000 FTE jobs equivalent to all the jobs within a Northern city such as Salford

Since 2010, N8 universities have generated more than:

- 1000 Patents
- 230 Companies and social enterprises
- 350 Student start-ups

Nine of those companies are valued at over £1m

N8 universities are worth £12.2 bn to the North
Question 1

How many students are currently studying at Newcastle University?

A. 18,000
B. 23,000
C. 28,000
D. 33,000
Question 2

In terms of student numbers, which is the largest Faculty at Newcastle University?

A. Faculty of Medical Sciences

B. Faculty of Humanities and Social Sciences

C. Faculty of Science, Agriculture and Engineering
Newcastle University 2015/16
Total UK-Based Student Population 24,697

Diversity & Balance
- SAgE, 7539, 30%
- FMS, 5343, 22%
- HaSS, 11815, 48%

Changing Market?
- Other, EU, 7%
- GB, 68%
- Part Time, 1549, 6%

Academic Incubator
- UG, 75%
- PGT, 17%
- PGR, 8%

Diversity & Balance
- Around 5,600
- > 130 Countries
  - China, 25%
  - Malaysia, 11%
  - Singapore, 10%
  - India, 3%
  - Hong Kong, 3%
  - Ireland (Republic), 3%

O/S
- 25%

GB
- 68%
Rank the University’s main sources of income in order of importance (largest first):

A. Government Grants

B. Research Grants

C. International Tuition Fees

D. Home / EU Tuition Fees

E. Other Income (e.g. Accommodation Services etc.)
University income 2015/16

Total Income £483m

- Funding Councils £75m (16%)
- Home/EU students £138m (29%)
- Non EU students £89m (18%)
- Research grants £112m (23%)
- Student residences £26m (5%)
- All other income £43m (9%)
Changing income profile
University expenditure 2015/16

Total Expenditure £460m

- Academic & research pay £152m (33%)
- Other faculty pay £46m (10%)
- Faculty non-pay £109m (23%)
- Estates £43m (10%)
- Professional Support Services £68m (15%)
- All other expenses £42m (9%)
Institutional Objectives

1. Top 20 in UK for Research
2. Top 20 in UK for Student Satisfaction
3. Focus on Three Selected Societal Challenge Themes
4. Significant International, National and Regional Profile
5. Financial and Environmental Sustainability

Where do we fit in?
1. Top 20 in the UK for Research
How we measure progress:
The Research Excellence Framework (REF)

Research Excellence Framework 2014

- We are ranked 16th for research power out of 154 higher education institutions in the UK.
- The vast majority of our research (78%) is world-leading or internationally excellent (4* or 3*)
- 952 staff members submitted research to the assessment. That's 80% of our eligible staff.
- Ranked 3rd for English, with 100% of research rated world-leading for impact.
- We are ranked in the top 12 for Geography, Architecture and Planning, and Cultural and Media Studies research quality.
- We made 28 submissions to 27 units of assessments and 113 impact case studies.
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- Ranked 5th for Biological Sciences research quality and Psychology, Psychiatry and Neuroscience research impact.
- Ranked 1st in the UK for Computing Science research impact, ranked 3rd in the UK for Civil Engineering research power and ranked 11th in the UK for Mathematical Sciences research.
1. Top 20 in the UK for Research Excellence Framework 2014

- **Neuroscience**
  - Tackling dementia

- **Modern languages and linguistics**
  - Improving language development in children

- **Mathematical sciences**
  - Preventing blood clots during kidney dialysis

- **Cultural studies**
  - Protecting cultural property during war

- **Computing science**
  - Revolutionising drug discovery

- **Geography and sociology**
  - Rebuilding lives after human trafficking

- **English language and literature**
  - Changing lives with literature

- **Geosciences**
  - Opening up untapped oil reserves

- **Civil engineering**
  - Cleaning up mine water pollution

- **Cancer research**
  - Pioneering ‘smart’ cancer drugs
2. Top 20 in the UK for student satisfaction

What do we focus on?

• Entry Standards

• Widening Participation
  – Low Participation Neighbourhoods

• Attendance and continuation

• Internal Satisfaction Surveys

• National assessment processes
  – Quality Assurance
  – Student Survey (National Student Survey NSS – 90% target)

• Employability
  – Overall destination
  – Graduate level jobs

• Post Graduate Student numbers & Satisfaction Surveys

• Post Graduate Research Degree Completion rates
How we measure progress: The National Student Survey (NSS)

The new NSS Survey with 27 Questions in 8 areas

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<th>THE NATIONAL STUDENT SURVEY</th>
<th>Overall Satisfaction</th>
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<td>Learning opportunities</td>
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<tr>
<td>Assessment and feedback</td>
<td>Academic support</td>
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<td>Organisation and management</td>
<td>Learning resources</td>
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<td>Learning community</td>
<td>Student voice</td>
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2017 - 88% - Sector Average 84%

5th = in Russell Group

Issues: New survey for 2017 – some subjects with lower scores

Challenges

Assessment and Feedback – 71% (up from 52% in 2006)
– Sector Average 73%
3. Global Societal Challenges
4. A Significant Profile and Reputation

Our International Profile:

- Academic to Academic partnerships

- Strategic Partners
  - Gröningen (Netherlands) – Business - Joint PG Degrees, Monash (Melbourne, Australia) – Academic & Student Exchanges. Medical Research, Drug Development
  - Cornell, Purdue Indianapolis, Pittsburg, Loyola

- In Country Delivery
  - Numed Malaysia Medical Campus
  - Singapore Institute of Technology

Our National and Regional Profile:

- Museums, public lectures, concerts etc.

- Local stakeholders and employers
European Student Exchange programmes
Question 4

What percentage of academic staff at Newcastle University are from non-UK countries?

A. 8%
B. 16%
C. 24%
D. 32%
E. 40%
5. Financial & Environmental Sustainability

Recent achievements include;
• Environmental Management System certified to ISO14001 and EcoCampus Platinum
• Energy Management System certified to ISO50001
• Challenging carbon reduction targets
• Waste recycling rate over 90%
• Since 2004, 24% reduction in car usage, 13% increase in public transport usage to travel to work.

• 13 Electric Vehicle charging points on campus, 6 University EVs
• Photovoltaic (PV) arrays on 3 buildings and plans to increase
• Biodiversity projects, including reduction of pesticide / herbicide creation of allotments, woodland corridors and wildlife friendly areas.
• Extensive staff, student and community engagement.
• Newcastle Institute for Research on Sustainability – Enough, For All, Forever
Summary

- Universities are important: to the region, to the UK and to civil society
- Newcastle is a large, successful and growing University
  - 2014 REF – 26th Research Quality, 16th Research Power
  - 2017 NSS – 88% student satisfaction
  - Global societal challenges with impact on global society
- One University with four bases: Newcastle, London, Singapore and Malaysia
- Doing well against our five Strategic Objectives,

  … and starting to develop our new objectives
Thank you
Newcastle University, Organisation, Structure and Governance

or

Who Runs Your University?

Abi Kelly

Executive Director of Corporate Affairs
Governance structures at the Newcastle University

- 1963 Act of Parliament
- Court – large body, external facing, lay majority
- Council – the supreme governing body
- Senate – the supreme governing and executive body in all academic matters
- Academic Board – all academic and equivalent staff
- Convocation – all graduates
- Faculties – schools/institutes
Academic Structure

3 Faculties
- Humanities & Social Sciences
- Medical Sciences
- Science, Agriculture & Engineering

Schools, Research Institutes and Centres

Pro-Vice-Chancellors for Faculties

Deans – Postgraduate, Undergraduate, Research (and Business Development, International, Clinical Medicine)

Heads of Schools/Institutes
Professional Services

- Academic Services
- Corporate Affairs
- Estate Support Service
- Finance and Planning
- Human Resources
- Internal Audit
- International Relations
- NUIT
- Research and Enterprise Services
- Faculty Support Teams
- Student Services
Council

- Governing body of the University
- Responsible for University finances
- Formally accountable for all aspects of the University including its overall performance and the propriety of its operations
- Up to 25 members
- Lay majority
- Chair - a lay member
Senate

- Supreme authority on academic matters
- Responsible for regulating and directing the academic work of the University
- Up to 36 members – majority elected
- Chair - Vice-Chancellor
Lay Officers

• Chancellor – Sir Liam Donaldson

• Chair of Council and Pro-Chancellor – Paul Walker

• Vice-Chair of Council – Vacancy

• Honorary Treasurer – Stephen Lightley
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<td>Senior Management Team</td>
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<tr>
<td><strong>Vice-Chancellor &amp; President</strong></td>
<td>Professor Chris Day</td>
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<tr>
<td><strong>Deputy Vice-Chancellor</strong></td>
<td>Professor Tony Stevenson - Retiring</td>
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<td><strong>Pro-Vice-Chancellor Learning &amp; Teaching</strong></td>
<td>Professor Suzanne Cholerton</td>
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<tr>
<td><strong>Pro-Vice-Chancellor Humanities and Social Sciences</strong></td>
<td>Professor Julie Sanders</td>
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<tr>
<td><strong>Pro-Vice-Chancellor Science, Agriculture &amp; Engineering</strong></td>
<td>Professor Phillip Wright</td>
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<tr>
<td><strong>Executive Director of Finance</strong></td>
<td>Mr Richard Dale</td>
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<tr>
<td><strong>Executive Director of Corporate Affairs</strong></td>
<td>Ms Abi Kelly</td>
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<tr>
<td><strong>Pro-Vice-Chancellor Research Strategy and Resources</strong></td>
<td>Professor Brian Walker</td>
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<td><strong>Pro-Vice-Chancellor Engagement &amp; Internationalisation</strong></td>
<td>Professor Richard Davies</td>
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<td><strong>Pro-Vice-Chancellor Innovation and Business</strong></td>
<td>Professor Nick Wright</td>
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<tr>
<td><strong>Pro-Vice-Chancellor Medical Sciences</strong></td>
<td>Professor David Burn</td>
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<tr>
<td><strong>Registrar</strong></td>
<td>Dr John Hogan</td>
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<tr>
<td><strong>Executive Director of Human Resources</strong></td>
<td>Mrs Judith Whitaker</td>
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Executive Board

- Overseeing management of the University’s business and the communication and implementation of its strategies.
- Monitoring the academic and financial performance of all budgetary units and the University as a whole.
- Evaluation of academic and business opportunities and proposals for major new initiatives.
- Determining the University’s annual budgetary allocations.
Executive Board
Agenda, 5 September 2017

1. Health and Safety
2. Feedback
3. Vital North Partnership renewal
4. Science Central Update
5. University Alcohol Policy
6. Health & Safety Policy
7. Senate, 3 October 2017
How do I find out?

- https://my.ncl.ac.uk/staff/
Thank you
QUIZ
1. How many staff are employed?

2. How many students were enrolled last year?

3. How many Faculties do we have, and what are they?
4. Other than Newcastle, how many campuses does the University have?

5. What is a PDR?

6. When is pay day?
7. When does the annual leave year start? What is the full time annual leave allowance? How much extra leave are you given at Christmas?

8. What is Athena Swan? What level does the University have?

9. What animal is the University’s mascot, and what is their name?
Answers
1. How many staff are employed?
   ➢ 6100

2. How many students were enrolled last year?
   ➢ 27,500

3. How many Faculties do we have, and what are they?
   ➢ 3 = FMS, HaSS, SAgE
4. Other than Newcastle, how many campuses does the University have?
   - Singapore (NUIS), Malaysia (NUMed) and London

5. What is a PDR?
   - Performance and Development Review

6. When is pay day?
   - Salaries are paid monthly in arrears on the last bank working day of the month
7. When does the annual leave year start? What is the full time annual leave allowance? How much extra leave are you given at Christmas?


8. What is Athena Swan? What level does the University have?

- **Athena Swan** - ‘Promoting gender and diversity in all staff’. Silver.

9. What animal is the University’s mascot, and what is their name?

- **Percy the Lion**
Human Resources

Key Links:

HR - http://www.ncl.ac.uk/hr/

Induction – http://www.ncl.ac.uk/staffdev/induction/

Equality and Diversity - http://www.ncl.ac.uk/diversity/about/

Staff Networks - http://www.ncl.ac.uk/diversity/about/networks/index.php
Human Resources

- We are a world class university, but we want to get better.
- How can HR support this through you?
- By creating the environment where you know what is expected of you and supporting you to perform at your best.
- Listening to your views.
- Supporting Diversity and Inclusion
- Good HR processes which are fair and transparent – probation, pay promotion, career development
• What can you do for your University? – It’s a two way street.
• Remember why you applied to join Newcastle University.
• The employee engagement survey states that 75% of staff are engaged.
• Become one of this large group of engaged staff.
• Use your skills, knowledge and expertise to support the university’s ambition.
HR – Health and Safety

- Health and Safety Myths – Mortar boards
- Complex Working Environment – Numerous hazardous environments including lab’s and workshops
- **Policy, Managements Standards** and Risk Assessments – Everyone has a duty of care, H&S is not complicated and procedures should be proportionate
- **Training** – Numerous training courses available, some are mandatory, e.g. Basic fire
- Reporting Accident, Incidents and Near Misses – Report to line managers to learn from and prevent reoccurrence
- Lone and Our of Hours Working / **Security** – 0800 – 1800 – Monday to Friday
- Emergency Procedures – Make sure you know them, e.g. fire, activities. Local induction will cover this
- Help and support – **contacts, OHSS**, Line managers, School Safety Officer’s (SSO’s)
Who we are...

Richard Boggie
Assistant Director of HR (Strategy)

Garry Coupland
Assistant Director of HR (Operations)

Craig Armstrong
Assistant Director of HR (Modernisation)

Lisette Nicholson
Assistant Director of HR (Organisational and Talent Development)

Lynne Howlett
Assistant Director of HR (Leadership Talent)

Chris Walton
Acting Assistant Director of HR (Occupational Health and Safety)

HR Policy & Projects Team

Four Faculty/Support Services Teams

HR Modernisation

Organisational Development

Organisational Development

Occupational Health and Safety

Starting 2 October 2017

Judith Whitaker
Executive Director of Human Resources
Any questions?
Thank you
Organisational Development
(formerly Staff Development)

Linda Robinson
Organisational Development Lead
Organisational Development

The OD Team is responsible for all corporate learning and development activity and acts as an internal consultancy, providing advice, guidance and support on all aspects of OD, including cultural transformation, change management, staff engagement and continuous performance improvement.
University-wide Role

- Development Opportunities for all staff
- Advisory Service for Managers
- Personal and Management Development
- IT Training
- CPD for Academic and Research Staff
- Leadership & Management Development Opportunities
- Coaching and Mentoring
How do we do this?

- Tailor-made development activities for individuals, academic/service units
- A comprehensive Open Programme for all staff
- One to one coaching/mentoring
- Development Programmes e.g. Principal Investigator (PI) programme, NU Professors, Chameleon, Senior Support Staff Development Programme
- Career Pathways Framework and advice for Research Staff
- Vocational Qualifications – City & Guilds, ECDL
Online Learning Resources

- Web based learning materials
  - **New Staff** - Fire Safety, Diversity Induction, Getting the most from your PDR etc
  - **IT** – Microsoft Office suite, ECDL
  - **Personal Development** – Body Language, Listening skills, Time Management etc
  - **Management Development** – Becoming the Boss, Recruitment & Selection, Managing Teams etc
  - **Career Development** – Career Planning, Interview Techniques etc

http://www.ncl.ac.uk/staffdev/lrc/
How to find us

The Core, Level 2
Science Central
Bath Lane
Newcastle upon Tyne
NE4 5TF
Telephone ext 82277
Thank you
Welcome to Newcastle University
UCU, UNISON and Unite are the only unions recognised by the University.

If you are not in one of these unions then **WHO** is representing your interests with the employer?

Separately and together, the 3 unions negotiate on your **pay, conditions of service, job protection, health and welfare.**
Anyone can join any union…..however only certain unions can NEGOTIATE on behalf of specific groups of staff.

- **UCU** – for Academic & Related Staff
- **UNISON** – for Clerical & Ancillary Staff
- **Unite** - for Technical & Maintenance Staff
• All 3 unions train their local Reps in order to represent members.

• Currently, approx. 10% of members at the University require their unions’ assistance each year to deal with work-related problems.

• All 3 unions have a variety of ‘plus’ benefits, such as car insurance, free wills, holiday deals, etc.
Recent union successes include:

- An improved national pay deal for 2015/16.
- Assisting the lowest paid Uni workers.
- Negotiating an improved deal for staff in Accommodation & Hospitality Services.
- Negotiating vastly improved reorganisation and redeployment procedures at the Uni.
- Playing a major part in changing how the University is looking at research expectations.
All 3 unions are located at 10/11 Eldon Place

For more information and an application form to join the appropriate union………

......please visit the stalls TODAY.
Thank you for your attention

Remember ............

...we are stronger together!