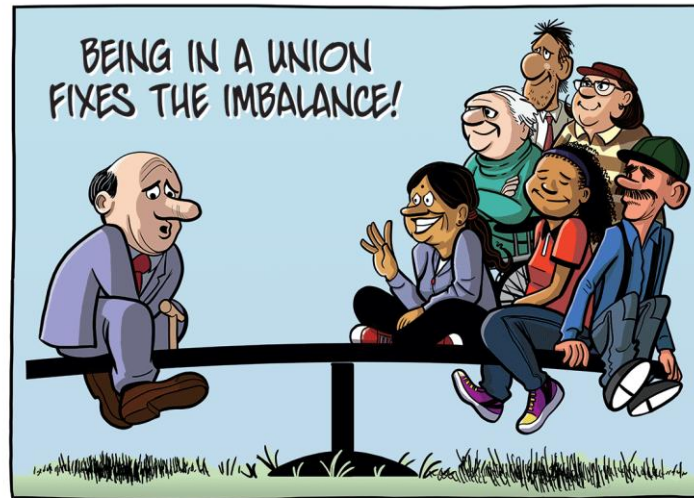
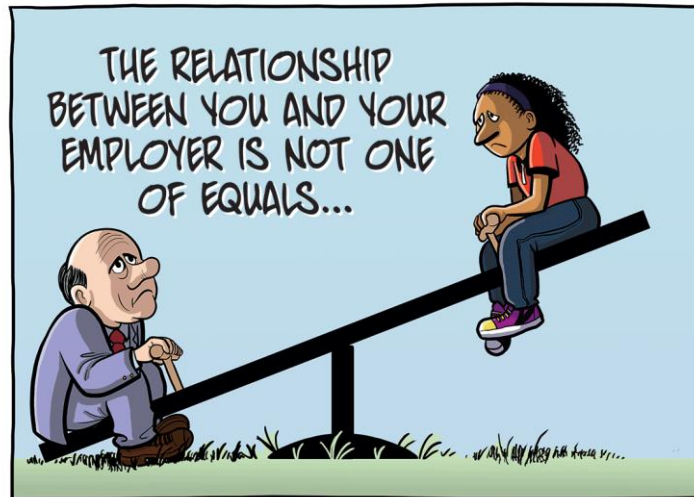


A BULLETIN FOR MEMBERS WORKING AT QA, NORTHUMBRIA UNIVERSITY

November 2025



We have written and asked for your trade union to be recognised by your employer for the purposes of collective bargaining

We are pleased to let you know that we have asked for your union to be recognised. The formal letter went in on 10/11/25. This newsletter explains a bit more about what recognition means. If you have questions and/or want to get involved with the union, please email northernregion@ucu.org.uk and mark your email **FAO Jon Bryan**



Please check and update your personal information at <https://my.ucu.org.uk/>

**If you know someone who wants to join us:
www.join.ucu.org.uk**

Please check and update your personal information at: <https://my.ucu.org.uk/>

UCU's Membership Portal allows you to manage and update your personal information and find answers to the most frequently raised questions relating to membership, employment or the Legal Scheme.

Please ensure your contact information and employment details are correct. The membership subscription you pay is based on your earnings. **Please ensure that you pay the correct subscription;** failure to do so may disqualify you from receiving legal advice and other benefits.

We regularly remind our members to make sure that your membership details are kept up-to-date, especially when we are engaged in activities where **we need those details to be accurate.** Going for recognition is one of those such activities, so **expect more reminders!**

What Trade Union Recognition means

We have been asked to provide a bit more information about what getting recognition for a trade union means.

We said in our last newsletter that it means when big decisions are taken that affect the staff, you get the chance to be properly consulted. Working conditions (e.g. pay, hours and holidays) become a matter of negotiation between your employer and your trade union representatives, rather than being an imposition.

The following is taken from:
www.gov.uk/working-with-trade-unions

If you [recognise a union](#) in your workplace there are certain rules you need to follow.

You must:

- give the union information in advance to help with [collective bargaining](#)
- [inform and consult the union](#) about major changes in the workplace
- follow proper procedures if you're [taking union subscriptions](#) straight from your employees' pay (the 'check off')
- let union reps and members have [time off for union activities](#)
- not discriminate against a worker because they're in the union

Asking for a voluntary recognition agreement

We have written to QAHE Limited and asked them to enter into a voluntary recognition agreement with us. Part of that letter is reproduced here:

We ask for you to recognise the University and College Union (UCU) as the appropriate union to bargain for academic staff employed by QAHE and who are based at Northumbria University, Newcastle upon Tyne. To be clear, the bargaining unit includes all those who are employed as academics and have teaching (and related duties) as their primary function. This includes Lecturers, Senior Lecturers, Programme Leaders, Deputy Programme Leaders.

We hope that you will agree to move towards a voluntary recognition agreement, and we would be happy to arrange a meeting to discuss this.

This application for recognition comes as we have seen our union membership increase significantly over the last few months. By our calculations, we have around 75% of the bargaining unit in membership.

I would welcome the opportunity to discuss this matter with you. If there is a desire to enter a voluntary arrangement with UCU, I can draw up a document which could form the basis for a discussion.

We will keep you updated.

You can find the Regional Office of UCU via the following:
ucunorthern.org.uk

