



West Indies Group of University
Teachers, Jamaica
REG. T.O. No. 113

Newsletter

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COVID-19 Emergency Response Agreement

The Management of The University of the West Indies, Mona Campus, has agreed to extend the period of this agreement with WIGUT (Jamaica) until July 31, 2022. The extension of the agreement will allow members to access ICT and work-from-home supplies.

The items included in this agreement are:

- Members of staff in the WIGUT category to purchase ICT and ICT-related items as well as non-ICT items using their Book Grant and Study and Travel Grant, collectively. The maximum amount accessible for such purchases under this agreement is \$430,000.
- Reimbursement of \$2,500 per month for electricity charges incurred from March 15, 2020 to July 31, 2022.
- The provision of PPE's to members of staff who teach or facilitate learning in settings that put them at risk of contracting Covid-19.
- Persons unable to enjoy leave such as Sabbatical leave, Study leave, and Annual Vacation leave, not to be penalised but rather that administrative arrangements be put in place to accommodate these persons.
- The impact of Covid-19 to be taken into account when the performance of staff members are being assessed for the purposes of renewal of contract or promotion.
- Staff members who have or are about to retire but were unable to use their Study and Travel allowances due to the Covid-19 pandemic, will have up to one year after the Ministry of Health and Wellness has declared that the pandemic has ended to use the accumulated sums.

WIGUT (Jamaica) Engages in Industrial Action

After enjoying a harmonious working environment with the University for many years, the West Indies Group of University Teachers (WIGUT) engaged in industrial action on January 7, 2022 to press for the conclusion of the 2020-2022 triennium negotiations. A majority vote from members who attended an emergency meeting called to discuss the matter provided the mandate to take action. The action lasted for two days following which a meeting was held with Management to pave the way for the resumption of negotiations. The Union continues to work towards improving the working conditions of its members and protecting hard-won benefits.



COMING SOON...

ADZE MAGAZINE



In This Issue

COVID19 Emergency Response Agreement

WIGUT (Jamaica) Engages in Industrial Action

Welcome to New Members

End of Year initiative 2021

Scholarships & Bursaries

Members Promoted to Professor

Blue Book & Ordinance 8

Support Your Union

FSSU Highlight

In Memory of ...

Memorabilia for Sale

Welcome to New Members

Dr. Michelle Bailey	Hugh Wynter Fertility Management Unit
Dr. Sharon Bramwell-Lalor	School of Education
Dr. Ruchelle Brown Calvert	Mona Academy of Sport
Dr. Julian Cresser	History & Archaeology
Mrs. Veroína Deslandes	The UWI School of Nursing
Miss Andrene Hawthorne	Human Resource Management
Dr. Mellissa Lee	Faculty of Engineering
Ms. Stacey-Ann Meggo	UWI Open Campus
Dr. Gabriella Meeks	University Health Centre
Dr. Indianna Minto-Coy	Mona School of Business & Management
Dr. Jennifer Stuart-Dixon	University Health Centre
Mrs. Tameka Thompson	Mona School of Business & Management
Mr. Christopher Thomas	Facilities Management, Open Campus
Mr. Robert Tucker	UWI Open Campus

End of year Initiative 2021

WIGUT (Jamaica) continues to fulfil its mandate to promote the welfare of its members and to improve their wellbeing and working conditions. In the face of the continuing pandemic, the Union distributed 600 vouchers to members for use at selected supermarkets and restaurants. Each voucher was valued at \$5,000.00. There was significant uptake of these vouchers from the membership and expressions of appreciation.

Scholarships and Bursaries

REMINDER: Contribute to the WIGUT (Jamaica) Scholarship & Bursary Fund using this [form](#).

Members Promoted to Professor



Loraine Cook
Professor of
Educational Psychology



Shazeeda Ali
Professor of Law



Ruby L. Lindo
Professor of Biochemistry

Blue Book & Ordinance 8

Salary Rules Non-Medical Staff and Professional Groups Medical Basic.

The salary is calculated on the basis of the date of the member of staff obtaining the minimum qualification for the post and relevant experience. Normally only experience obtained after the qualification is considered – one increment being awarded for each year of experience – but the University will not be precluded from taking earlier experience into account. A staff member's publication record and special competencies where assessable will be taken into account.

1.(a) Assistant Lecturer (non-Medical), including Administrative Research and School of Continuing Studies (Open Campus) Staff in equivalent grade

For the purpose of determining salary only, an Assistant Lecturer is deemed to be appointable at the minimum of the appropriate salary scale one (1) year after receiving an Honours degree or its equivalent or two (2) years after receiving a General Degree or its equivalent from an approved institution.

(b) Every Assistant Lecturer shall remain in that grade whatever his or her salary for at least three years unless:

- A. he or she has had previous experience either in a teaching or research appointment in a University or in approved service which the Appointments Committee equates with the experience of an Assistant Lecturer; or
- B. he or she holds a recognized Masters Degree from an approved University in which case he or she will normally be promoted to Lecturer after two (2) years' satisfactory service; or
- C. he or she holds a recognized Doctorate degree from an approved University in which case he or she will normally be promoted to Lecturer after one year's satisfactory service; or
- D. he or she has served in the University for at least one year and the Appointments Committee is persuaded that he or she has exceptional merit.

2. Lecturers (Non-Medical) including Administrative and School of Continuing Studies (Open Campus) Staff in equivalent grades.

- (a). A Lecturer appointed below the Merit Bar is deemed to be appointable at the minimum of the appropriate salary scale four (4) years after receiving an Honours Degree or its equivalent or five (5) years after receiving a General Degree or its equivalent.
- (b). A Lecturer appointed below the Merit Bar shall not receive salary above that Bar except on the decision of the Appointments Committee under the relevant Section of Ordinance No. 8.

Professional Groups - MEDICAL

Basic Medical Sciences Assistant Lecturers and Lecturers who are not medically qualified.

3. The salary rules for Assistant Lecturers and Lecturers (Non- Medical) apply.

4. Basic Medical Sciences Assistant Lecturers who are medically qualified.

- A. For the purpose of determining salary only, an Assistant Lecturer is deemed to be appointable at the minimum of the appropriate scale one (1) year after receiving the first degree;
- B. Every Assistant Lecturer shall remain in that grade whatever his or her salary for at least three (3) years unless:
 - (i) he or she has previous experience either in a teaching or research appointment in a University or in approved service which the Appointments Committee equates with the experience of an Assistant Lecturer; or
 - (ii) he or she has served in the University for at least one (1) year and the Appointments Committee is persuaded that he or she has exceptional merit.

Basic Medical Sciences Lecturers who are medically qualified.

Lecturers

- 5. (a) A Lecturer is deemed to be appointable at the minimum of the appropriate scale four (4) years after receiving a first Medical degree or equivalent degree.
- (b) A Lecturer shall not receive salary in excess of the Merit Bar salary unless he or she has served at least five (5) years in an approved University in the grade of Lecturer, (for this purpose years served as a Registrar in excess of three (3) years may be counted as service in the grade of Lecturer).
- (c) The Merit Bar shall apply in accordance with Ordinance No. 8. Note: On appointment to a Basic Medical Sciences post, medical graduates who have successfully undertaken a Degree Course in Physiology, Anatomy, Microbiology, Pharmacology, Pathology or Biochemistry during the medical course will be credited with the year in which they took the additional course, the year to be assessed as relevant experience after graduation. Additional credit in the form of extra increments may also be given for exceptional merit, e.g. having obtained specialist qualifications in minimum time for a PhD or MD, etc.

[Read more pages 1 - 11...](#)

Support Your Union

Choose your Faculty/Section Representative
Volunteer for the following positions in sections and faculties with your service:

- Vice Chancellery
- Faculty of Sport
- Faculty of Engineering
- Medical Sciences (Pre-clinical)

OR

Volunteer to serve on the following committees:

- Public Relations & Publications
- Membership
- Pensions
- Professional Development

Contact: wigut@uwimona.edu.jm

FSSU Highlight

FSSU Members handbook

http://wigut.uwimona.edu.jm/sites/default/files/UWI_FSSU_Members%27_Handbook_September_2017_Revision.pdf

Members are being reminded to visit the Human Resource Management Division to complete documentation concerning the FSSU, including the addition/modification of beneficiaries. Members who have not already completed this form are advised to do so as soon as possible.

Check your balances on Hartlink

<https://www.hartlinkonline.co.uk/uwi-fssu/hopl.chi/wui/homepgui.html>

In Memory of ...



TRIBUTE TO

Dr Rose Davies

on behalf of
THE SCHOOL OF EDUCATION,
FACULTY OF HUMANITIES AND EDUCATION

We are deeply saddened by the passing of a dear colleague, Dr. Rose Davies, retired Senior Lecturer in Early Childhood Education and past Head of the Institute of Education (IOE) at the Mona Campus of The University of the West Indies (The UWI). Dr. Davies joined the staff at The UWI in 1976 and retired in 2013.

During her tenure as Head of the IOE, she worked closely with Professors Bryan and Jennings-Craig to oversee the amalgamation of The Institute of Education and the Department of Educational Studies into the School of Education, in 2011.



Dr Rose Davies was instrumental in driving the development of early childhood education in Jamaica across the last three decades, through her scholarship, curriculum development, advocacy and capacity building of teachers, teacher educators and institutions in the early childhood sector.

Her commitment to strengthening the leaders of ECE institutions resulted in the development of the Master of Education in Leadership in Early Childhood Development (LECD) in 2004 for online delivery. This MED LECD programme continues to attract students from across the Caribbean and Central America.

Dr Davies also spearheaded the introduction of INSIGHTS into Children's Temperament to the School

of Education and the Early Childhood Commission and was the first Chairperson of the INSIGHTS advisory committee. Her unwavering support, and dedication to INSIGHTS, extended beyond her retirement. In 2015, Dr Davies along with Dr Loraine Cook, received the Principal's Award for the project attracting the most research funds, on behalf of INSIGHTS.



Her work in the IOE included serving as Chief External Examiner for the Joint Board of Teacher Education (JBTE) in the area of ECE. Her significant contribution in that capacity included leading in the process of formalizing the training of early childhood teachers in the teachers' colleges and guiding college lectures in the development and delivery of the 3-year JBTE Diploma in Early Childhood Education. This ensured that the qualification for early childhood teachers was at the same level and status as for primary and secondary school teachers. Such an accomplishment resulted in Jamaica becoming one of the first Caribbean countries to move the training of early childhood teachers from a series of short courses to a structured professional programme delivered by the country's teachers' colleges.

In 2014, Dr Davies was appointed Chairperson of the JBTE. During this time, she sought to improve the capacity of teacher educators in the JBTE member institutions. Her vision and approach resulted in the strengthening of ties between the JBTE, UWI Mona Campus and the JBTE, UWI Cave Hill campus. Additionally, during this period, she worked with the Antigua State College to develop an Associate Degree in Early Childhood Education and led pivotal discussions with the Ministry of Education, which resulted in Jamaica's teachers' colleges transitioning from offering the Diploma in Teaching to a Bachelor's in Education degree. Being



acutely aware of the need for professional development of staff in the country's Early Childhood Development Centres (ECDs) (many of which were privately run), Dr Davies lobbied with the Ministry of Education for, and led in, the development of an Associate degree in Early Childhood Education, which targeted the mature entrants from the ECDs.

Throughout her career Dr Davies has made stalwart contributions to education by serving on several boards, including those of the Early Childhood Commission and the Shortwood Teachers' College. She was awarded the Order of Distinction at the rank of Commander for her remarkable contribution to the field of education.

The passing of Dr Rose Davies has left a professional and personal void in the working arenas and hearts of her colleagues in the SOE and Faculty of Humanities and Education. As a leader she was always respectful of, others regardless of their station in life, a good listener and demonstrated the utmost integrity. She was deeply admired for her humility, generosity, and pragmatic approach to life. We will miss her pleasant smile, her engaging laughter, and her calm, peaceful disposition.

We express deepest and sincere condolences to her family and pray that they will receive comfort on the passing of a phenomenal woman who deeply loved and cared for her country and its children.



Memorabilia for Sale



Polo - Shirts

Male and Female

Sizes: Small, Medium,
Large, 1XL, 2XL, 3XL

\$1,385



Umbrellas

\$1,775



Contact: Miss Frances Richards

Opening hours: Monday to Friday
8:30 a.m. - 5:00 p.m.



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