



Annual Report

2022-23

| Produced by the Public Relations & Publications Committee
| Compiled by Anthia Muirhead, General Secretary
| WIGUT (JAMAICA), New Arts Block, Ground Floor | Faculty of Humanities & Education
| Email: wigut@uwimona.edu.jm
| Website: <http://wigut.uwimona.edu.jm>

STENZHO

<u>President's Report</u>	3
<u>General Secretary's Report</u>	8
<u>Meetings</u>	8
Committee Reports	
<u>Membership Committee</u>	11
<u>Negotiations & Grievance Committee</u>	13
<u>Professional Development Committee</u>	14
<u>Public Relations & Publications Committee</u>	15
<u>Pensions Committee</u>	18
<u>Sabbatical Committee</u>	19
<u>Campus Security</u>	20
<u>Housing</u>	22
<u>Other Activities</u>	23
<u>Car Duty Concession</u>	23
<u>Scholarship and Bursaries</u>	23
<u>WIGUT Welfare Fund</u>	23
<u>WIGUT Secretariat</u>	24
<u>Treasurer's Report</u>	25



Take care of
yourselves in all
the ways
you can!

State of the Union Address

The achievements and successes seen over the past 12 months have been realized by the collective efforts of many persons, including the hardworking Executive and Management Committees. They are the real heroes, and we celebrate their continued labour within the increasingly difficult climate of industrial relations.

Let me recognize Dr. Charmaine McKenzie and Mr. Dunstan Newman (Vice-Presidents), Ms. Anthia Muirhead (General Secretary), Hon Consul Ms June Barbour and Ms. Sandra Stubbs (Assistant General Secretaries); Mrs. Shana Hastings Edwards (Treasurer), Miss Stascia Gordon (Assistant Treasurer); Special Secretaries and Section Representatives; Dr. Donna Minott Kates (co-opted member – i/c constitutional matters and elections), Professor Hubert Devonish (Chief Negotiator), Mr. Carl Pilgrim (Senior Industrial Relations Officer), Mr. Gavin Walters (IR Officer) and Miss Frances Richards (Administrator). In the same breath, I also commend those who have served on the various Union committees, on University committees, to the Section/Unit reps, to the various Branches, and those dispersed in the UWI 12+2 countries. Further, later this year, we will celebrate our 65th anniversary as a group focused on collective bargaining and supporting workers' rights at The University of the West Indies. Our PR and Membership Committees will be sharing a lot more about the ideas and plans for various activities.

Today, we formally announce the departure of Carl. Although much more will be said at another time, I will use this opportunity to say a few words.

For this reporting, I will focus on three areas: Negotiations and Compensation Review, Open Campus developments, and policy discussions within the Academy.

Negotiations and Compensation Review Process

You should have received the draft claims document that details the items for consideration for the upcoming 2023-2026 triennium. Once these are signed off, they will be sent to the Principals of the Mona and Open campuses, and the Vice Chancellor and University Registrar at the Regional Headquarters. Please peruse the document and provide any feedback, so that the claims will be as representative as possible.

With regard to the Compensation Review, our initial meeting with the other UWI unions, the UWI Mona management team and the Ministry of Finance, decided that we would formally consider how the compensation would be applied to The UWI. This was followed by another meeting to see the template to be used. Unfortunately, nothing else has been done, as the GoJ tries to deal with some fallout from the other groups that had signed off in March 2023. Our strategy for this process included the following:

1. To clarify the parties to the negotiation with WIGUT, i.e., whether the GoJ, The UWI or a joint GoJ/UWI. If it is any of the last two, has a remit from the GoJ been given to whatever negotiating team has been put in place, or is one ready for such a team once it is established? And if not, when?
2. To clarify whether The UWI Mona team had a mandate to represent the Centre, The UWI 12+2 and OC (Jamaica) or just Mona, since the representation by WIGUT (Jamaica) extends to all of the entities identified, not just Mona.
3. Given that our 2023-2026 negotiations were set to begin shortly, it would be necessary to ascertain whether funds would be available to settle the claims, including extra costs to The UWI, within the current or next financial year. This recognizes that in the absence of such provisions, there could be large scale redundancies in the ensuing years as The UWI would not be able to fund the expected larger wage bill.
4. To accumulate all the documentation provided by the GoJ and from agreements already made (e.g., with the teachers and other civil servants) and to engage a consultant to develop WIGUT-specific proposals, inclusive of rolling allowances into pensionable salary, the potential pegging of the WIGUT scale to the new GoJ spine, achieving regional and/or international competitiveness. Clearly, this would mean that we would not be limited to the 20% being proposed by GoJ. We await further discussions.

Open Campus Developments

The Union has remained vigilant regarding the chronic cash-flow issues facing the Open Campus, and the developing plans for the so-called rightsizing of the Open Campus and attendant rebranding to the Global Campus. With respect to the cash-flow situation, we wrote to the OC Principal in August 2022 advising that late payment of salaries beyond the end of the month in which they were due would trigger industrial action, as this was a breach of the terms of employment. Consequently, industrial action was taken in December 2022, as November 2022 salaries were late. Since then, there has been no recurrence.

Previously, we were keen on setting up a framework for assisting the Open Campus to return to financial health, however, our repeated requests for information in relation to several aspects of Open Campus operations yielded dated information which, when received, could not be used for the intended purpose. Further, the announced plans for the rebranding to the Global Campus would indicate that any such intervention would not have yielded any benefits. With all of these developments, staff have been left in a position of chronic uncertainty, anxiety and anger, and many have left the Campus in frustration. Further, the labelling of staff as traitors, has undermined any belief in the administration's interest in the well-being of the staff, and has eroded all trust in the system.

With the rightsizing and rebranding efforts in train, the OC management has hinted at pending redundancies. The Union has formally indicated to the Principal that the CLAs in force, dating back to 1996, that specifically address redundancies, could not be replaced by recommendations from the consultant to be hired.

Policy Discussions and Other Concerns within the Academy

Colleagues, you have spoken, and we have listened. We have heard the increasing concern regarding the tardy payment and/or reimbursement of the Study & Travel Grant and Book Grant. We have heard the cries of colleagues facing financial challenges, having had to use their credit card to go to conferences or to purchase academic-related material, with no guarantee of getting back the funds expended. We are fully seized of the fact that if you cannot advance the funds personally, you will lose the benefit if it falls into year 4 and is unused. While we have made representation about extension of the benefit (extension granted twice), we are against the wall, with the waiver of the relevant clause set to expire at the end of July 2023, with extremely large sums of money owed to staff, and staff set to the penalized if they have not been able to advance in their field.

Given the current situation, the Union might have to request an extension for the new academic year.

Colleagues, you should be aware that there are several draft policies (including Workload, Telecommuting, IP, Disability, Email, and Gender policies) that are in circulation, as well as revisions to Ordinance 8. As a Union, we are working to ensure that all of these documents have been fully examined and that all concerns raised have been adequately treated with, to ensure that all of our members are treated fairly and consistently. In this regard, I want to encourage persons to volunteer with the Research sub-committee, as this sub-committee would assist the Union is deconstructing some of these documents and develop strategies that would redound to the benefits of affected staff members. We have taken the position that no draft policy that has not been sent to the Union will be accepted 'in principle', since the overarching principle is that these drafts must have been first discussed with all of the relevant stakeholders prior to getting the final approval. In fact, all policies that impinge on the terms and conditions of work for UWI-wide staff must also go to Blue Book committee.

The Union must also remind The UWI that student assessments of teaching (SATs) are developmental and must not be used in the evaluation and promotion process. In a similar vein, there are several aspects of the teaching and learning process that must be included in the consideration of the breadth of teaching to get an accurate reflection of its contribution to the staff member's portfolio. Even further, we are aware that some Faculties have engaged in peer assessment of teaching. This is NOT an agreed activity, and academic staff have every right to refuse such scrutiny.

The Union has taken note of the discussion in the public domain about the leaking of sensitive information to the media, and the inordinate delay in confirming the new Principal of the Mona Campus. Neither of these is acceptable, as there is the real potential of undermining the integrity of internal processes within the Academy, and opening the floodgate of political and other external pressures in favour of a particular position. The Vice-Chancellor has indicated that Council would need to reconvene to address this situation; we call on him to ensure that this is done within the shortest possible time.

The Way Forward

As I close this address, I am mindful of the persistence of Covid-19, although discontinued as a disease of international concern, and its chronic economic and psychosocial effects. I am even more mindful of the mental health challenges associated with the increased demands on our time within the Academy.

I implore you, I ask us, to take care of yourselves in all the ways you can – support groups, prayer, counselling, time-off, or staycations – to ensure that you are managing your stress levels and have a buffer zone. If we are not around, what is the fun in that?

It has been an honour to serve the Union in this capacity over the past year, and I look forward to what is ahead. God bless.

Thank you.

| *Professor Paul D. Brown*

GENERAL SECRETARY'S REPORT

For the year 2022 WIGUT (Jamaica) remained committed to its advocacy on behalf of its members. From the interventions with the Open Campus re late payment of salaries to mediation with the Bursary re the protracted delays in the payment of the Study and Travel Grant, the Union was kept very busy during the review period.

The Special Secretaries must be thanked for leading their committees and seeing to the business of the Union despite the many challenges.

The activities for the year are outlined in the table below.

Meetings

Committee chairs and representatives on University Committees attended meetings as follows:

WIGUT COMMITTEES	
COMMITTEE	# OF MEETINGS
Executive	4
Management	4
Membership	6
Negotiations	3
Professional Development	10
Pension	3
Public Relations & Publications	6
Treasury	5

GENERAL SECRETARY'S REPORT / 2

UWI COMMITTEES	
COMMITTEE	# OF MEETINGS
Health & Safety	7
Housing	5
Sabbatical	3
Loans	1
Security	7
Blue Book and Career Path	2

The above table in no way reflects the time members spent addressing matters related to the committees on which they served, however, as follow up was always required.



COMMITTEE REPORTS

The Membership Committee continued to work closely with the Public Relations & Publications Committee. Special thanks to Dr Donnette Wright, current Chair, who worked with the Membership Committee throughout the year.

Face-to-face activities were again curtailed during the period and this impacted the usual large social gatherings. This resulted in adjustments and postponements of a number of the yearly functions.

Activities of the Committee

From July 2022 to May 2023, six (6) hybrid committee meetings were held. These were well supported by the team.

The calendar of events for the year included:

- 1) New Members activities
- 2) Christmas Event
- 3) Department Lyme
- 4) Paint and Sip Hydrate Edition
- 5) Annual General Meeting

Mr Pilgrim was charged with the continued engagement of eligible members (non-paying) throughout the year. This was facilitated by the WIGUT Office being routinely informed of new hires.

New Members

As of January 2023, there were eight hundred and fifty-seven (857) members who were paying their dues. This represented an increase of twenty from last year.

A total of one hundred and seventy-one (171) **new** staff members are eligible to pay Union dues and are being engaged to facilitate enrolment.

Christmas Event

The Christmas Event was again postponed for December 2022. Instead, a gift voucher valued at Six Thousand dollars (\$6,000.00) was offered to members who requested one via a Google Work Sheet. This was an increase of One Thousand dollars (\$1,000.00) from the previous year. A total of six hundred and fifty members (650) signed up to receive vouchers. All reviews and feedback indicated satisfaction with this initiative.

Sixteen (16) vouchers were uncollected as of April 2023. These were donated to The UWI Commuting Students Care Package Initiative, which is one of the needy UWI student initiatives. The Commuting Students' Office observed that following the resumption of physical engagement after approximately two years of lockdown as a result of the COVID-19 pandemic, students were facing difficulties in procuring goods and services to maintain their personal hygiene and physical health. The donation contributed directly to the students' wellbeing.

The Committee considered and recommended to the Executive, a COVID-19 Relief Fund valued at One Million dollars (\$1,000,000.00), to assist final year UWI students in need. This enabled students affected by the COVID-19 pandemic to complete their final exams. All required processing (administration, selection, and disbursement) was handled by the Office of Student Financing. We thank the Office for their assistance.

The upcoming Christmas event will be face-to-face, as we acknowledge the need to return to normalcy. The date is tentatively set for December 9, 2023. A booking was made for use of the SCR. However, the incoming Committee will make the decision on the appropriate Christmas Event.

Department Lyme

A lyme was envisioned as a means to engage members. This would enable a meet and greet with the Committees and Executive members. Due to circumstances beyond our control, this did not occur.

Paint and Sip Hydrate Edition (Hybrid)

This event was directed at new members who joined the Union over the period January 2021–December 2022. The turnout was not as expected. However, the feedback was positive and this would be recommended as an event for the future.

Annual General Meeting

The 2022 Annual General Meeting was held via Zoom with clearly defined protocols for nomination and election of WIGUT officers. The meeting was well supported by the membership. The AGM was organised by the Executive and Membership committees.

Special thanks to the members of the Membership Committee and the WIGUT Office who continued to provide excellent service to our community. I also wish to thank the WIGUT membership for the opportunity to serve.

Negotiations

The Negotiating Committee met 3 times over the course of academic year 2022–2023 to discuss matters related to negotiations for the upcoming 2023–2026 collective bargaining agreement with The University Management. The Committee also discussed the possible impact that the Government of Jamaica’s Public Sector Compensation Review process might have on the negotiations. The Committee expects to submit its final draft proposals-following suggestions put forward by the membership-to the members and The University by the end of May 2023.

Grievance Committee

The 2022–2023 academic year saw the Grievance Committee dealing with two grievances and several complaints. The grievances had to do with the non-payment of allowances and a case of wrongful dismissal; while the complaints ranged from poor working conditions and the non-payment of Study and Travel Grant by The University, to the tardiness of the internal mechanisms of The University to address matters that are in dispute. The full grievance Committee met 3 times over the course of the year, while the Grievance Officer and other members of the committee met with members on numerous occasions over the course of the year to address members’ concerns.

The case for grievance on the grounds of wrongful dismissal was advanced by the Union, as per the grievance procedure, to the Vice Chancellor. The Chancellery’s failure to respond within the stipulated timeframe prompted the Union to contact the Ministry of Labour and Social Security on December 12, 2022, requesting that they facilitate conciliation between the parties to address the matter. The Ministry replied to the Union on February 28, 2023, referring the matter to the Visitor on the grounds that they did not have any jurisdiction to hear the case. WIGUT (Jamaica) subsequently asked for a meeting with the Ministry to discuss the matter as the Union saw the Ministry’s position as a violation of the grievance process agreed to between The University and the Union. To date, the Union has not received any further word from the Ministry.

Also, in relation to the wrongful dismissal case, the Union’s Grievance Officer was involved in an Appeals Committee hearing that was convened on March 9, 2023 to determine whether the committee had the jurisdiction to preside over a case where the aggrieved party had been terminated from The University or whether it should be heard by the Visitor. Up to the time of this report a final word on this matter has not been received by either the former staff member or the Union.



PROFESSIONAL DEVELOPMENT COMMITTEE

The Professional Development Committee is one of the largest committees of the Union, with a membership of 31 persons. The committee members can be described as vibrant, creative, hardworking, dedicated, energetic, and willing to serve. The Chair would like to say “thanks” to all the members for their hard work and dedication to the committee’s initiatives.

The year 2022-2023 started late in the planning of activities. However, the Committee delivered and all events were successful. The following workshops and seminars were planned for the period:

- Populating UWI Scholar
- HR related matters: Preparing and Updating of CV/The Review Process
- Leadership & Supervision Seminars
- Mental Health Seminars
- Did You Know Sessions on Blue Book/Ordinance 8 issues, including the various types of Leave
- Session on Predatory Journals

As there were several competing activities during the same period, not all the workshops were executed as planned. The ones that were not delivered will be delivered over the summer period and into the next academic year.

All the sessions that were delivered were very informative and were well attended. The major highlights were the Leadership Seminar which had a total number of 68 participants, and the "Did you know?" sessions which were done virtually, with a total number of 173 participants attending over the three days they were held. A joint presentation of CV writing workshop, held with HRMD, was also a success.

A similar session for Academics was scheduled, but had to be cancelled and will be delivered as soon as the committee re-convenes. Other sessions that were on the agenda that were not delivered were Mental Health and Predatory Journals.



PUBLIC RELATIONS & PUBLICATIONS COMMITTEE

The resolving pandemic has affected the normal operations of the WIGUT and the Public Relations and Publications Committee in particular. The Public Relations and Publications Committee has had to normalize the format of meetings and has moved to blended hybrid formulations of monthly meetings primarily due to the challenges and the lessons learnt from the COVID-19 pandemic. These changes are consistent with the operations of the campus and dynamically adjusted in keeping the practices of the campus and the DRMA.

The 2021/2022 Committee saw the critical loss of the past chairperson and lead IT officer but the continuation of key members and addition of new members with fresh ideas. The loss of the past members had a significant impact on human and physical resources, especially affecting the production of the Newsletter. The team has worked together to complete two editions of the Newsletters and the adjusting of the ADZE magazine for 60th Anniversary publication to meet our commitments to the sponsors and our membership. We further reported both budgetary and logistics requirements to the leadership.

The committee also collaborated with the membership committee in planning the 2022 end of year initiative. The collaboration facilitated logistic coordination of the virtual selection of end of year options for the members towards efficient supply of vouchers pertaining to each member's choice.

WIGUT Publications

Newsletter

Two [2] issues were produced highlighting:

- Messages from the President
- Executive Committee members
- Welcome to New Members
- Congratulatory messages
- Highlights from Sections
- Excerpts from the Bluebook
- Your FSSU & You
- Know Your Representatives
- Scholarships & Bursaries
- General Notices



ADZE Magazine: 60th Edition

The sixth draft of the magazine was produced and circulated to Dr. Charmaine McKenzie, the VP with responsibility for editing and proofreading the content, as well as to a small team of PRP members for internal oversight. The finalized edited version will be turned over to the secretariat for selective printing of the final pages. The magazine is ready for online distribution to the wider membership. The intent is to print 60 copies for contributors, sponsors, and executive members as keepsakes.

AGM Ebook of Reports

Under the guidance of the General Secretary, select members of the PR&P Committee assisted with the design and layout of the eBook of Reports for the AGM. The Chair and select members of the Public Relations & Publications Committee have committed to assist the WIGUT secretariat in hosting the virtual Annual General Meeting on May 31, 2023.

65th Anniversary Logo and Letterhead

The PR&P Committee developed several options for anniversary logo. These were circulated by the executive and the best option was selected by majority vote. The Logo has been accepted and the letterhead has been designed for use in the anniversary year.

65th Anniversary Memorialization Activities

The PR&P submitted a proposal for a 20-page document to memorialize the 65th anniversary. The proposal included the articles for inclusion such as messages from the president, WIGUT scholarships and bursaries, WIGUT public service and a highlight of 65th activities from start of 2023. The team has begun to collect invoices for printing and will hand over the planning and publication responsibilities to the incoming committee.

WIGUT Website

During this period, the PR&P Committee monitored and directed the update of the Union's website, including the site maintenance and content management. We updated forms, leadership details, and content.



Software for Publication Activities

The PR&P proposed the acquisition of a multipurpose software for use for the Union's publication activities. The proposal was approved and the software was acquired on April 2, 2023.

Social Media Presence

During this period, the PR&P Committee, with the approval of the Executive committee, launched the Union's Facebook page. The page was launched on Monday, October 24, 2022 with several members in attendance. The session featured a presentation led by the President, Professor Paul Brown. Prizes were offered for member engagement. The page continues to be updated weekly with content, and live sessions are hosted periodically.

Events

The PR&P Committee supported the Professional Development Committee in planning and hosting the "Did You Know?" Information series in April 2023. The session was held virtually, and content was also featured on the Facebook page. The resources were made available to all members of UWI 12+2.

The WIGUT (Mona) Pension Committee was comprised of seven (7) members. Two meetings of this committee were held, both virtually.

The Committee's mandate is to monitor developments relating to the pension plan and to educate staff about pension issues. In support of its mandate, the Committee dealt with the following items.

Meeting with Dean Wetton Group

The pension committee facilitated a Pension Town Hall meeting to update the membership of the changes in the investment instruments. The meeting went well and the members left informed.

Investment Seminar

The annual Pension Forum was not held this year due to the fact that our investment partners were not willing to speak on any investment topics given the current environment following the Stocks and Securities Limited (SSL) issue.

There are 4 Matters in Progress

- Supplementation for staff employed on repeated 1- and 2-year contracts prior to August 1, 2005. A further request has been made to obtain the list of members who may be impacted. We are still awaiting this list.
- Training on pension and financial planning for team members.
- Social Club for retirees, started conversation with membership.
- Meeting with Office of Finance and members eligible for supplementation to clarify some issues the membership is still having.

The Sabbatical Committee met in-person and by Zoom on August 24th, Sept 13th, and September 21st, 2022 to consider applications for the Academic Year 2023-2024. Applications not processed within those meetings were subsequently reviewed by round-robin. Present were two representatives from WIGUT, two representatives from Management, and the Secretary to the Committee.:

- The current Sabbatical Pool fund balance was provided for Mona. It was agreed that there were sufficient funds to support all Mona applications if the candidates were deemed eligible.
- As has obtained for several years now, the fund balance for the Centre was not available. Continued failure of the Centre to provide financial information on its Sabbatical Pool was noted. Applications from Centre exceeded the allowed 3/year. Given the unavailability of the fund balance, the decision was taken to recommend all eligible Centre candidates for Sabbatical Leave. Appointments Committee would be asked to refer the candidates to the University Registrar for a decision to be taken re the excess number of candidates, based on the funds available in the Centre Sabbatical Pool.
- The Committee again noted its willingness to invite a Centre representative for future deliberations.
- There were 40 requests for Sabbatical Leave; 33 of the applications were from Mona and 7 were from Centre. There were 3 deferrals tabled from Mona and 1 from Centre. From the overall requests, 3 applications were withdrawn from Mona (2 due to resignation and 1 to Special Leave) and 1 from Centre.
- Length of service ranged from 6 years to 25 years for Mona applicants, and 7 years to 25 years 8 months for applicants from the Centre.
- All applicants were deemed qualified by points and recommendations were made to Campus Appointments Committee for members with completed applications to be awarded Sabbatical Leave.

NOTE: Campus Appointments Committee (CAC) met February 14, 2023, to consider the Sabbatical Committee's recommendations on the 2023-2024 applicants and to award Sabbatical Leave. Recommendations were presented by the Chair of the Sabbatical Committee. Candidates with incomplete applications (Mona – 10 & Centre – 3) were given a further 2 weeks to provide same for the consideration of the Sabbatical Committee and CAC. A meeting of CAC, on March 21, 2023, considered these applicants.

- Given the number of issues identified with the submissions and consequent delays in considering the applications, the HRMD will host a workshop for applicants and HODs to reduce the number of incomplete Sabbatical Leave applications.
- The Sabbatical Committee has signaled its intention, going forward, to only consider applications that were duly completed up to the time of its slated meeting, and submitted via the online PeopleSoft portal.

During the 2022-2023 Academic Year, the Mona Campus Security Committee experienced a number of challenges. Some meetings during the year were cancelled and new areas and issues arose that point to the need for strengthening partnerships among service providers, staff and students, to build more vigilance in security.

Challenges

Some challenges caused great concern (1) the reduction of security guards on Campus and properties owned by the campus, and the implementation of the Mona Campus Contingency Security Plan. This move resulted from the government's response to the outcome of a case involving Guardsman Ltd, the security provider for the campus, and the National Housing Trust. Even though the reduction in security guards is not quite 50%, it is significant and raises concerns in some quarters. As a result, the gate next to Irvine Hall and the East gate on College Common have been closed, along with other areas affected by the implementation of the plan. (2) Also significant was the increase in violence between some students in intimate relationships, including one incident of a student held and abused for days at a hall of residence.

The staging of the "We Love Soca 2023" event on the campus presented another major challenge. The impact was such, that after examining the challenges, the committee advised that no event of such magnitude should be approved by the campus in the future as the campus was overwhelmed by the overcrowding; as well as students experiencing harassment and being prevented from making their way to their halls of residence. The event also presented major traffic problems, which extended into Liguanea.

Another concern which was highlighted during this academic year is the rapidly expanding use of the campus as a recreational space by persons with no connection to the campus, some of whom provide this service on the campus to fee-paying clients. Discussions are also ongoing to address this issue.

Interim Campus Access Protocols Committee

It was recommended that a subcommittee be set up from the security committee, incorporating some key campus stakeholders to establish Terms of Reference (TORs) and look at access to the campus for recreational purposes and events staged on the campus, including departmental events, under the general themes of Campus Access Protocols. A seven (7) member committee was established at the meeting in May, for this purpose.

Ongoing Negotiations to Support and Strengthen Base

Generally, some of the plans of the security committee experienced delays, as the campus administration has been holding discussions with the Government of Jamaica concerning connectivity to the faster internet services being rolled out to connect educational institutions. The outcome of these discussions are also likely to change the frame and focus of some significant security plans for the campus.



Robberies & Hotspots

A number of cars were stolen from car parks and other places on the campus during the year. Some cars are at greater risk than others. See the messages about this placed on Mona Messaging.

The following areas have been declared as hotspot for robberies:

- Shed Lane,
- the walkway between the back of Mary Seacole Hall, via Shed Lane and the Health Centre/School of Nursing,
- the parking lot at the entrance to the Institute for Sustainable Development (ISD).

Changes In Closing Times

The campus security office has informed that the following areas will be closed at 7:00 p.m. Monday to Friday, during the summer break – Queens Gate, The Faculty of Science and Technology, and the General Car Park.

Other Issues

- The security committee received a number of presentations throughout the year on the current Data Protection Act and also on cyber crimes.
- Connectivity issues are still troubling the College Common community and discussions are continuing concerning how these can be effectively resolved.
- A number of the buildings housing security guards were refurbished this year.

Conclusion

The Office of the Director of Security continues its build-out of staffing and capacity building. It continues to pursue capacity building that is “fit for purpose” for its role in securing students, staff, and visitors to the campus.

WIGUT was represented at all scheduled meetings. The committee spent some time revising the tenancy agreement. This was substantially done. Two members were asked to finalize the section on pets. A small sub- group has been set up to continue to revise the different sections of the Tenancy Plan. This sub-group has met twice and much progress has been made on the revisions.

Three post retirees continued to occupy houses in College Common despite being written to by the Housing Office reminding them to vacate the premises. This became a subject matter at one of the meetings of F&GPC. The Legal Officer was asked to write to them to begin the eviction process.

Dr. Anzinger resigned as the College Common representative. He has been replaced by Dr. Carroll. The position of Leased properties representative is to be filled. The Secretary of the Committee is to raise this matter with the Campus Registrar.

The Committee now receives the recommendations for the filling of vacant properties from the Housing Office prior to the persons moving in. Previously the Committee would be informed of new occupants for ratification. This is a better approach.

Coming out of complaints by a few residents about their electricity readings and charges, a meeting was held with representatives of College Common, the Environment and Utilities Officer, WIGUT Representatives, Housing Manager, the Estate Manager and Mr. Gavin Walters, Industrial Relations Officer. The billing process and the statement were explained to the residents. Questions were responded to and the residents were provided with a brochure that explained the billing process. The attendees were satisfied with the meeting as their issues were addressed.

Residents continue to complain about the slow pace of repairs to the houses they occupy. One wrote directly to the Estate Manager and the Chairman of the Housing Committee. That matter was discussed at the Housing Committee Meeting. To date, the roof in question is still not repaired.

The Committee continues to work to support the work of the Housing Office and enforce the UWI's regulations regarding Housing matters.

OTHER ACTIVITIES

Car Duty Concession

The Union approved 113 applications for motor vehicle concession during the period.

Scholarship And Bursaries

During this year WIGUT (Jamaica) continued to award an annual scholarship and student bursaries through the Office of Student Financing.

Miss DeJane English was the recipient of the Joe Pereira Scholarship for 2021/2022.

Other awards for this year include:

General Bursaries: 40

Special Bursaries: 9

*Special Assistance: 14

*These bursaries were as a result of an initiative by the Membership Committee to support final year students who experienced a short-fall, and MBBS students who had 50% FMS bursaries discontinued due to the ongoing pandemic.

A cheque in the amount of \$1,000,000.00 was handed over to the Principal of the Mona Campus on February 24, 2022, towards special tuition assistance for 14 final year students. This represented the balance from the amount allocated for the Christmas Party .

A cheque in the amount of \$460,000.00 was handed over to the Office of Student Financing on May 31, 2022 in relation to WIGUT Scholarships & Bursaries for the 2021/2022 Academic Year.

A cheque in the amount of \$480,000.00 was handed over to the Office of Student Financing on March 29, 2023 in relation to WIGUT Student Bursaries for the 2022/2023 Academic Year.

A cheque in the amount of \$1,000,000.00 was handed over to the Office of Student Financing on May 24, 2023, representing special assistance towards tuition for final year students in the year 2022/2023.

Feedback on UWI Documents

Members contributed comments on the revisions to Ordinance 8, the IP Policy, and the Workload Policy.

OTHER ACTIVITIES / 2

WIGUT Secretariat

Special commendations and thanks must be given to the three full time and two part-time staff who manage the daily operations of the WIGUT Secretariat. Indeed, the functions of the General Secretary were made much smoother by the assistance of the consummate professional, Ms. Frances Richards. Messrs. Carl Pilgrim and Gavin Walters are also acknowledged for their advice and guidance throughout the year.

| Anthia Muirhead
General Secretary

Financial Overview

Over the last 64 years, the West Indies Group of University Teachers (Jamaica) has honed the ability to cater to the welfare and interest of the Academic, Senior Administrative, and Professional Staff who fall under this Union's purview as well as to cater to the students who have a financial need.

Last year there was a phased reopening of schools but for the 2022/2023 academic year, all students at UWI, Mona returned to face-to-face classes and the Union continued to extend its support to those who have a need as well as those who seek to excel in their area of study.

The Union makes available over forty (40) bursaries each year and since the pandemic, a special initiative proposed by the Membership committee has seen the Union making an additional provision of \$1 million dollars for students with balances owing to the UWI, Mona, (especially final year students) and need assistance to complete the year.

In December 2022, WIGUT (Jamaica) issued vouchers valued at J\$6,000.00 each to assist all members (who registered) with meals and groceries both as a way of celebrating those who choose to be a part of the Union as well as to ensure that where the need exists, we continue to do what is required to bridge the gap for our members. This initiative was at a total cost of JMD \$4.3 million and the few vouchers which were not collected have been distributed by the Membership committee to needy students and individuals to ensure that none of the funds are wasted.

We are incredibly grateful for your continued support, commitment, and participation in the activities which act as a motivator for us to continue.

Compliance

Following International Financial Reporting Standards (IFRS) and the Trade Union Act requirements, the Union's accounts have been duly certified by the external auditors, BDO, and I have the honour of sharing the report for the year ended December 31, 2022.

Financial Performance

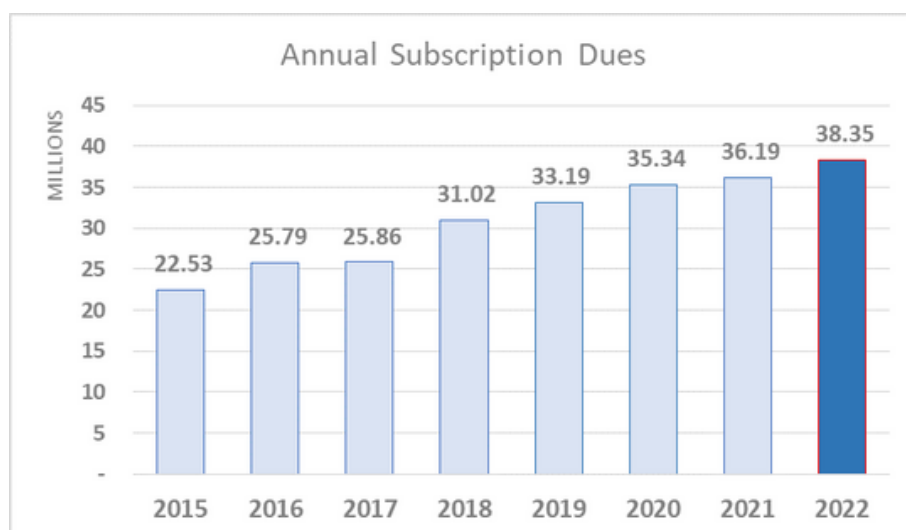
The Union experienced supernormal growth in 2022.

Net operating revenue increased by 153.58 percent from \$37.45 million in 2021 to \$94.97 million in 2022. It is notable that all revenue items showed improvements matching pre-pandemic levels (2019), these include Subscription/Dues, Interest Income, Gain/Loss on Investments, and Dividends Received.



TREASURER'S REPORT / 2

Subscription/Dues increased by 5.97 percent from \$36.19 million to \$38.35 million; this result is a combination of the change in salaries and the forty-three (43) new members, as well as there, were several retirements; the membership total stood at Eight Hundred and Eighty-Four (884) in December 2022.



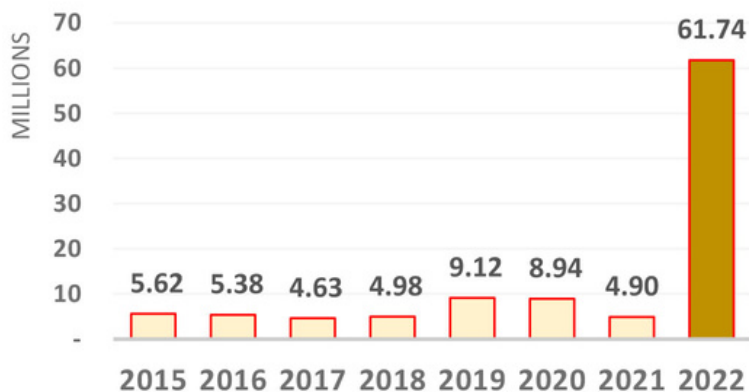
The increase in net investment income (combined Interest Income, Gain on Investment, and Dividends Less Tax) was unprecedented. We have booked over \$1.4 million in dividend receivables from 138 Student Living and the Union is reporting \$53.12 million in unrealized gain versus the loss of \$0.50 million reported in 2021. This steep increase is mainly due to the recognition of our investments in 138 Student Living as preference shares which were previously carried as ordinary shares. The preference share price grew from \$7.83 in 2021 to \$58.51 as at December 31, 2022, and notably, the price is currently in excess of \$100 per share.

The operating expenses of the Union were \$33.22 million, reflecting an increase of 2.06 percent from \$32.55 million in 2021. While routine expenses were carefully managed and kept below prior-year levels in most instances, there were some planned/normal increases during the year.

1. Audit fees increased marginally over the prior year (in line with inflation) as previously agreed with the auditors and there was also an adjustment for the preceding year's GCT.
2. Contribution to the capital development and welfare funds grew by 5.97%, in line with the growth in Subscription dues.
3. The Christmas initiative increased from \$3.26 million to \$4.33 million, or 32.82%, due to the increase in the value of each voucher and the number of staff who benefitted. Total donation expenses declined as while we continue to assist, there was no major donation in 2022.
4. Secretarial fees increased by 9.23% from \$20.40 million to \$22.29 million in 2022. These were attributable to the regular increases in remuneration, temporary assistance, and staff appreciation.



Annual Surplus



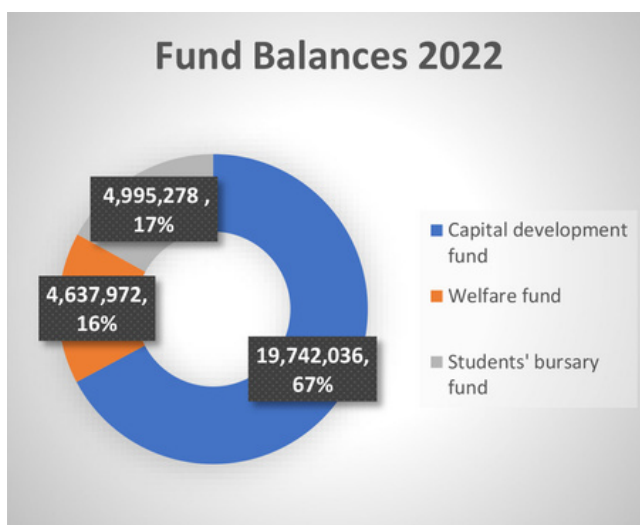
The net result from operations is a surplus of \$61.74 million, which was \$56.84 million above the \$4.89 million recorded in 2021.

The Balance Sheet View

At the end of 2022, total assets under management were \$225.51 million, an increase of \$64.54 million from \$160.96 million in 2021. Funds under management are invested in money market and equity instruments, and the Union remains adequately funded and capitalized despite the after-shocks of the COVID-19 pandemic and the Russian-Ukrainian war on the global and Jamaican economies..

Managed Funds

The Union manages the Student Bursary Fund, Welfare Fund, and Capital Development Fund, totaling \$29.38 million in 2022, compared to \$26.43 million the previous year.





TREASURER'S REPORT / 4

The Student Bursary Fund now stands at \$4.99 million, an increase of \$0.74 million or 17.2 percent over the previous year. Members are encouraged to support this fund by sending an email to the WIGUT (Jamaica) office and the Campus Bursary/payroll section indicating how much you would like to contribute monthly.

The Welfare Fund grew to \$4.64 million from \$3.87 million, a 19.81 percent increase in 2022.

Finally, the Capital Development Fund grew 7.89 percent from \$18.30 million to \$19.74 million in 2022.

Looking Forward

This year, 2023, marks the 65th year of the existence of WIGUT (Jamaica) and as the global market changes the Union has and will continue to be proactive and diligent as we explore investment opportunities and further deployment of liquid assets. Steps are being taken to ensure that the activities are as cashless as possible where payments are completed by bank transfers and credit card for ease of reference and reconciliation.

The thrust is always to grow investment streams safely and with this in mind, other products such as real estate may become an option in the future as we employ aggressive portfolio management while observing market conditions.

It cannot be left unsaid that many of our members continue to feel the monthly pinch due to staff shortages and delays in the payment of salaries but as an executive, we continue to work to ensure that the funds that are collected are utilized to the benefit of the membership.

Gratitude

To our members, without you there would be no funds to invest and no assistance to offer, we celebrate you. To our very hard-working executive team, we say thank you for your unwavering support. To our very special Administrative Assistant, Miss Frances Richards whose meticulous records ensure that we are able to submit all documents to the auditors on call, we express our heartfelt appreciation for the level of professionalism that you display daily in the WIGUT (Jamaica) office.

Thank you to everyone who is a part of the process that leads to us having an AGM each year, we continue to encourage you to support us, join the committees, and work with us, as we work for you.

| Shana Hastings Edwards, MBA, FCCA, FCA, BSc.

Treasurer

ACKNOWLEDGEMENTS

WIGUT (Jamaica) acknowledges the contributions of all who work tirelessly on its behalf.

- Office managers & coordinators
- Volunteer committee members
- Website & social media designers
- Writers, proofreaders, & graphic designers
- Colleagues from local, regional, and partner organizations
- Members, contributors, and donors

We thank you for your continued support!

CONTACT

WIGUT (Jamaica)

New Arts Block, Ground Flr.
Faculty of Humanities &
Education

www.wigut.uwimona.edu.jm
wigut@uwimona.edu.jm

876-970-4596