

## University of Bath Branch Report for Regional Committee

As usual it's been a busy time since the last report. Here are the highlights;

At the moment we are pursuing our push to get representation on our University Remuneration committee. We had an event on The Parade 6- 8 Nov, supported by our sister campus Unions, "Guess the bosses pay increase". We invited staff and students to guess what percentage increase the Remuneration committee awarded the top earners in the University this year. The winner received a luxury hamper (sponsored by the Campus TUs) and the second prize was a bag of peanuts (generously sponsored by the Remuneration committee). We had xxxx entries.

This was on the back of a concerted campaign on high earners pay which included asking staff to send postcards to the Chair of the Rem Com asking for staff representation and transparency. 135 did so and this was reported in the minutes of the committee – however, it wasn't enough to shame them into awarding a reasonable or comparable pay increase.

We continue to press on the issue of Teaching Fellows and have finally got the University management to develop draft TF job descriptions. This has highlighted a number of anomalies and has enabled us to engage members on this issue, recruit more members and given us the platform from which to negotiate a better deal for staff employed on these types of contract.

We negotiated on the REF code of practice (whilst reiterating our opposition to the principle of the REF) and managed to get some changes, one of which was the removal of a controversial phrase in the 'no detriment' statement.

Our sickness absence policy has gone through 10 drafts and we have had sickness target setting and the use of the Bradford Factor removed.

The number of personal cases coming in seems to increase all the time; 39 so far this year. We also have a rolling number of redundancies as a result of fixed term contracts ending and are potentially facing a group of 15 redundancies as a result of funding being cut to a specific project.

The branch has supported a few motions recently in respect of the pay ballot, the University Remuneration committee and (didn't we pass a motion on the RSO post??)

We sent a coach up to London on 20th October and a great time was had by all.

