

# Gloves come off in pay dispute

After four years of below inflation pay settlements, UCU members are ready to take action to stop another cut in the value of our pay. Since 2009 we have seen the value of our pay fall by 13%, while Vice Chancellors and other senior managers have seen their pay go up every year. This year we have again been told to accept a pay cut - just a 1% increase when inflation is running at more than twice that rate.

Pay is important to EVERYBODY, not just those at the top. With UCU joining other unions representing staff in universities across the country to increase the pressure for an end to pay cuts, please set aside an hour to come to a local meeting about pay. Bring your lunch, send that e-mail an hour later, drop everything to come on Monday 23rd September.

## Defending pay and education

UCU National HE officer Michael MacNeil will answer questions about the pay negotiations and the campaign to protect pay and the quality of higher education

**Monday 23rd September 12.45 pm**

**8W2.5**

All members and new members welcome

### **INSIDE:**

Don't panic ! Pressure mounts to save teacher training course.  
We are not a waste of space. Staff demand rest areas.  
Redundancies ? We don't have those here ! Do we ?

# Pay: the widening gap

Anger about pay is especially strong in Bath. The staff survey carried out by the university earlier this year showed that feelings about falling pay are stronger. Almost half the staff say they are not fairly paid compared to 2011, and the survey did not even cover the growing number of casual staff in the university.

Yet in the same period Bath's Vice Chancellor has seen her salary shoot up by almost 30% to put her in a league of her own. Over 400 staff signed a petition calling on the University Remuneration Committee to peg the VC's salary increase to the same level as we eventually get - a very modest demand which got the following reply from Peter Troughton, Chair of University Council:

*The Remuneration Committee concluded that it was not necessary to either wait for the outcome of the national negotiations or constrain the amount of any award to the level of any national increase when reaching a decision on the remuneration of staff within its remit.*

For good measure, he added that University Council will not recommend to the employers' negotiators that the current pay offer of 1% should be increased.

All staff, except the few at the top, have seen their pay cut, but for those at the bottom the pressures are even greater.



*Vince Cable: "I think at one end of the market there is some exploitation taking place. Zero-hours contracts cannot be used simply to avoid an employer's responsibilities to its employees."*

With more university staff being pushed on to casual, fixed term and low grade contracts, the quality of higher education in the UK will suffer. Bath has 300 teaching staff, over 100 research staff and 1200 academic related staff on zero hours contracts. Other universities have negotiated agreements with unions not to use zero-hours contracts. Exeter has NONE.

UNISON have revealed that 1255 people - one in three of the people who work for Bath University - are paid below the Living Wage. This is a growing problem at all universities, but the trend is stronger in Bath.

All three unions representing staff at Bath University are now consulting members about the next steps in a joint campaign to improve pay and job security. Our 2013 claim is not just about pay, it's about improving job security for ALL who work in the HE sector.



## Panic reaction threatens to close PGCE course

Over 100 new students will start on Bath's 'outstanding' (Ofsted) PGCE course in September not knowing if they will be the last intake. With the Government saying it wants to shift teacher training from universities into schools, Bath is the first (and only) university to hit the panic button. A strategic review of the Department carried out by Professor Geoff Whitty in April identified a number of ways the University could strengthen the Department of Education - but cutting out teacher training was not one of them.

Staff who work on the course are stunned by the idea of a Department of Education without teacher training, and submitted a detailed and coherent critique of all the spurious reasons for closing the course put forward by Deputy VC Kevin Edge. They did this without even seeing the Whitty Review, which had been consigned to the waste paper bin. So much for evidence-based policy ! Most of the 60 local partner schools have also expressed their concern and dismay at the idea.

UCU is supporting the campaign to save Bath's PGCE and will be lobbying members of the Academic Programmes Committee before it meets to reconsider its decision on September 25th. You can add your voice to the lobby by objecting to the closure of the PGCE - see the separate leaflet for more details and local [BATH UCU blog](#) for key documents



## Redundancies force rethink on redeployment

If the PGCE course is closed it will mean 9 redundant posts. Yet just three days before the closure was mooted, UCU were told by HR that there is no need for Bath to improve its redundancy package because 'we don't have a problem with redundancies here'.

Try telling that to the 12 UKOLN staff who lost their jobs at the end of July after funding was withdrawn. They were angry to learn that Bath is one of the meanest employers in the country when it comes to redundancy payments.

One of the ways that Bath manages its 'redundancy problem' is by having so many people on fixed term contracts (see opposite page). But even that is not enough as cuts to national HE funding find their way on to the local agenda.

UKOLN staff also found that the university redeployment policy has serious flaws. We are supporting members who are taking their cases to tribunal.

HR have now acknowledged that the redeployment policy should be re-examined and all three trades unions will be seeking improvements that provide more protection for the growing numbers of colleagues whose jobs are at risk.

With BUCS going through a major re-organisation we are keeping a close eye on the way the university manages changes to people's jobs and deals with people who may find themselves organised out of a job.

## **We are not a waste of space**

Most of us used the staff survey to give a clear response to the Vice Chancellor's comments about staff facilities at last year's 'Let's Talk' session. Her outright refusal to consider providing rest and social spaces for staff made the lack of space a major 'negative' in the survey. Well over half of staff say they have no place to take a rest while at work. UCU have campaigned long and hard on this issue and we got a motion passed at Congress this year to press for employers to recognise our rights and provide us with a place where we can take an uninterrupted break from work.

To make matters worse, earlier this year, a sign was placed in the Claverton Rooms requesting that any staff consuming their own food give up their places to those who have bought food there, should there be a shortage of seating. As this is a clear breach of statutory regulations and guidance on facilities for eating at work, UCU health and safety reps have placed the matter before the university health and safety committee.

According to the HSE Code of Practice

*Canteens or restaurants may be used as rest facilities, provided that there is no obligation to purchase food in order to use them.*

We have asked for an explanation of the notice and a guarantee that the university will comply with the law. Additionally we will continue to pressure university management to hand over some of the new space on campus to be used as a staff only facility. Students have their own spaces so the segregation argument promulgated by the VC does not hold

## **Why join UCU ?**

UCU is the union for academic and academic-related staff in UK colleges and universities. With over 100,000 members we are recognised by employers as your representatives in negotiations on pay and all matters affecting terms and conditions of employment.

Don't leave it to others to look after your interests. You will benefit from UCU's resources whether you are a member or not, but unless you join we will not have enough resources to fight and win the big battles over pay and job security.

Find out more about your local UCU on our [webpages](#).

### **Need help ?**

UCU has trained caseworkers who can advise you if you are having problems with any aspect of your terms and conditions of employment. If you need to speak with one of the UCU caseworkers contact Tim Barrett.

### **Want to become more involved ?**

UCU at Bath University is run by people working in all areas of the university. We support our members individually and collectively when they need us, and we attend meetings with HR and university managers. We are able to provide training for new local reps.

We always need more active members. Currently we are looking for one of our members to represent us on the Job Evaluation and Regrading Appeals Panel. If you are interested in this or in taking on any other role in the local association please contact local secretary Hedley Bashforth.

