

Vote YES, YES for Action on Pay, Equality & Job Security

UCU members will already have received a message from General Secretary Sally Hunt outlining the employers' response to our pay claim. The offer has been rejected by negotiators from UCU and other unions, and we will now be balloted for action in support of our claim. The ballot opens on 14th April and closes on 4th May. If you have not received a ballot paper by 20th April contact a branch rep or e-mail ucu-sec@bath.ac.uk.

Joint union pay claim 2016:

- 5% increase to all spine points on the 51 point national pay scale
- agreed minimum rates of pay for roles within all occupational groups, including to the academic career pathways as detailed in the Model C to the 2004 agreement
- nationally-agreed minimum rates of pay for external examiners
- nationally-agreed action for institutions to close the gender pay gap by 2020
- nationally-agreed action for institutions to reduce the proportion of staff on casual and zero-hour contracts and to ensure that their pay reflects the rate-for-the-job of permanent staff.

Thursday 14th April

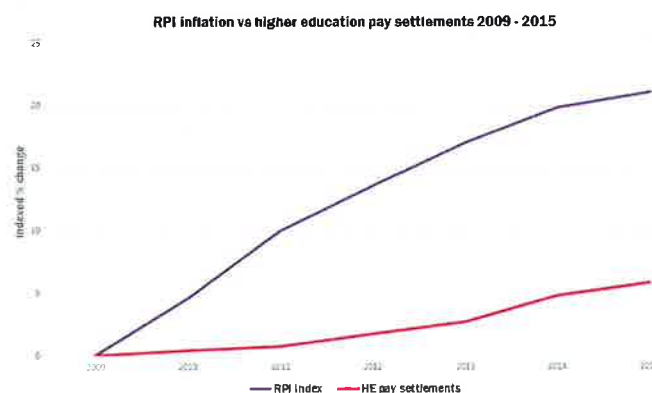
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Bath UCU branch meeting

All members invited and non-members also welcome.

Why we must vote for action to support the pay claim

- The value of our pay has been cut by almost 15% since 2009:



- But Vice Chancellors have got large pay rises: 3% nationally & a whopping 10% at Bath!
- A shameful gender pay gap in HE of 12.6%.
- Worsening job insecurity: >21,000 teaching staff on zero hour contracts, many more on short fixed-term contracts.
- Universities can afford to pay staff fairly, but are choosing not to: £1.8 bn surpluses last year alone, with reserves up 57% in last 5 years.

Only action gets results

Grade 6 progression – University of Bath still dragging its heels

In addition to keeping hundreds of casual teaching staff stuck at the bottom of Grade 6, often for years on end, the University of Bath has more staff stuck at the top of Grade 6 than other universities. Why is this ?

When UCU signed up to a new pay structure in 2006, it was left to local branches to negotiate some of the details of the deal. Here in Bath, as in other universities, we agreed that staff in Grade 6 posts would have a normal expectation of progression to Grade 7. This would require HR to put in place an agreed mechanism for Grad 6 staff to develop new skills and responsibilities AND BE PAID FOR DOING THAT.

What has happened is that in many cases staff have taken on additional responsibilities but are not being paid for that work, or are being left without any prospect of progression.

We know of dozens of staff who were here ten years ago when the agreement was signed, but who have not had their 'normal expectation of progression' met. And there are hundreds more who have been appointed since 2006 who are now in the same boat.

If you are in a Grade 6 post and want to add your name to our growing list of those who have a legitimate claim against the university for not sticking to its agreement on progression, contact ucu-sec@bath.ac.uk

Vice-Chancellor does not have a paper round (but that's all ...)

With the announcement that the Vice-Chancellor has been appointed a 'Non-Executive Director of NHS Improvement', she now holds at least twelve roles outside the university, not including a paper round and a Saturday morning car wash. Full details of these roles are not available, but on the information in the public domain, we estimate that the Vice-Chancellor spends at least 47 days a year on them, and possibly 59 or more. This is more than two months a year, and possibly more than three. For three of these roles she is paid a total just short of £28,000 (remuneration for the other roles is not stated).

In the last year for which figures are available, the Vice-Chancellor was paid £395,000. If she is being paid pro-rata for the time she spends working for the university, this represents a rate for the job of about £527,000.

Bath UCU is calling on our national union to carry out a full investigation, using FOI requests, to establish the extent of moonlighting by VCs.

Bath – still top of the zero-hours league

Action on casual contracts is part of the national pay claim for 2016, but here in Bath – which uses more zero hours contracts for teaching and research than any other university, UCU has also lodged a local claim on behalf of the hundreds of demonstrators, teaching assistants and other hourly paid workers without whom the university could not function.

We currently have an agreement with the university under which teaching fellows who work more than 322 hours a year for two years are converted to fractional posts of at least 0.2. The agreement also allows for those working 161 hours to receive an annual increment. The problem is that most of the hourly paid teaching, demonstrating and marking is paid on 'casual' pay scales rather than the higher rate teaching fellow scale. This is confusing for the hundreds of teaching assistants, demonstrators and others stuck on the bottom of Grade 6.

We are calling on the University of Bath

- to fulfil its obligations under our existing agreement (this has not always been done)
- to extend the agreement to cover all hourly paid staff in the education and research job family.
- to provide minimum guaranteed hours contracts for part-time hourly paid teaching staff
- to end the use of atypical worker zero hours contracts for teaching-related, research and academic-related staff where regular patterns of work have been established, to be replaced by contracts with employee status with appropriate pay, terms and conditions



**At least 20,000
of our university
teachers are on
zero-hours contracts**

Join your union

www.ucu.org.uk/join #SecurityMatters – end precarious work, end low pay

Prevent Duty – latest advice

Local UCU reps have been in talks with university managers about the implementation of the Prevent Duty introduced under the Counter Terrorism and Security Act 2015. The law requires public sector bodies, including universities to respond ‘proportionately’ to the legal requirements, and we believe that the response so far has not been proportionate. We have raised a number of questions about the implementation of the duty here, in particular the requirement for staff and students to register their interest in certain websites or other documents relating to terrorism. We have also asked to see the training materials being used with certain categories of university staff who are being told to ‘watch out’ for signs of trouble.

[UCU national guidance](#) is available, and in addition we are advising our members to delay registration pending a satisfactory response to the questions we have asked

Need other advice or support ?

You can contact our local reps for advice or support on any matter through ucu-sec@bath.ac.uk

Also, Education Support Partnership is a UK-wide charity providing free support services specifically for all staff working in further and higher education.

Supported by UCU, Education Support Partnership complements the work of the union offering information and

advice, telephone counselling, online coaching and financial assistance.



Update your details: if your details have changed, please let UCU know. You can access your membership record online <https://members.ucu.org.uk/> to check your workplace and contact details are correct. To register for first use, you will need your membership number and email address we hold for you. Requests for lost membership numbers can be made to the membership team at membership@ucu.org.uk or 020 7756 2567.

Recruit a colleague

If you work with someone who is not yet a member of UCU, give them a copy of this newsletter and a link to our joiners' page at <https://www.ucu.org.uk/join>. If they join now they can take part in the pay ballot which opens on 14th April.