

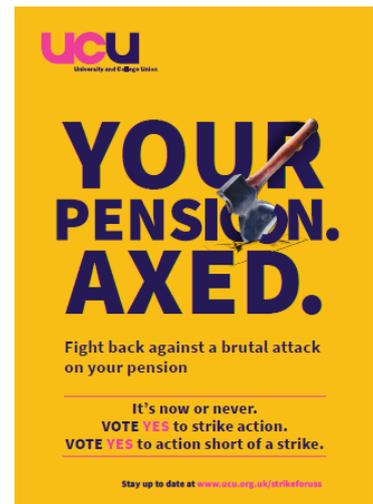
Vote YES and YES for action on pensions

For the third time in six years employers in pre-1992 universities, including Bath, are planning to cut the USS pension scheme. But this is the most serious and has been described by Sally Hunt, UCU General Secretary, as “the worst proposal I have received in twenty years of representing university staff”. Their proposal is that - apart from death and incapacity benefit - USS should now become what is called a fully defined contribution scheme. This means that your final pension is no longer guaranteed, but instead will be wholly dependent upon returns from the stock market on your 'investment'.

UCU General Secretary Sally Hunt says

“The steps taken this week to destroy the basis of the fund seem to come rather from a small number of hawkish employers, many of whom have done very well out of USS themselves and now wish to pull up the ladder.” Employers are divided on the proposals.

The new pension cuts come after eight years of pay cuts for all except those at the very highest earners in universities. Sally Hunt adds “when you consider that our employers have reduced spending on staff as a proportion of expenditure by 5% in the last ten years saving the equivalent of close to £2bn, the suggestion that destroying the basis of our pension scheme is the only option open to them is plain silly. They are choosing to do this.”



Bath Vice-Chancellor Glynis Breakwell - already under fire for her £468,000 salary and improper influence - is a director of USS. The latest disclosure from USS shows she received an emolument of £36,000 for this in 2014. Bath University has once again refused to reveal its own position on the future of USS (unlike some other universities, which have shared their views with UCU). Why won't our employer tell us what view they have taken on the future of our pensions ?

Bath UCU supports the national call for action to defend our pensions. You will receive a ballot paper in the next few days, and we urge you to vote YES to both questions. Your UCU negotiators need your support if we are going to see off this threat to pensions.

As a result of a challenge from Bath University to the ballot process, we may receive our papers a few days later than UCU members in other universities. We will keep you informed about this.

VC – TIME TO GO 3.45 THURSDAY 30th NOVEMBER
WESSEX HOUSE COUNCIL CHAMBER

Let's Talk !

"thank you for speaking out against the tenacious and shameless graspingness displayed by the Vice Chancellor. Keep up the good work!"

Message to Michael Carley from the parent of a Year 1 UG student

"When I started out as a zoologist, I became very adept at spotting elephants. I think there are 451,000 elephants in this room that we're not actually addressing."

University Director of Technical Services

"When their (business leaders) pay and pay increases so far outrun those of the people who work for them and the population at large, they lose moral authority ... "

Farewell lecture of Lord Tugendhat, University of Bath Chancellor 1998-2013

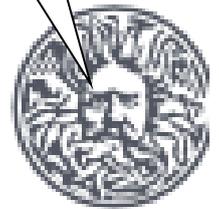
The university's handling of the motion about the conduct of the Remuneration Committee was flawed and has, in our view, resulted in damage to the reputation of the university.

HEFCE report of an enquiry into governance November 2017

"For organisations that have broken people's trust, how they react in the days after the crisis is critical ... Immediately after the scandal leaders should exit all those at senior levels involved with or tainted by the scandal."

Dean of University of Bath School of Management speaking in Vienna to 400 senior HR practitioners.

Time to go !



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Why the explosion of pay at the top matters

The row about Glynis Breakwell/s pay and expenses has attracted national (and international) publicity because of what it represents. For the majority of staff working in higher education it represents a widening gap between the pay of those at the top and the rest. While we have lost 16% of the value of our pay since 2009, our bosses have had big pay rises. The higher the bosses' pay rise, the bigger the gap – the table on the right shows the ratio of the VC's pay to the pay of all staff.

The row also represents the growing culture of secrecy in universities. Attempts by the VC and her assistants to prevent the University Court – a largely ceremonial body whose annual meetings normally pass unnoticed – from asking questions about the remuneration committee has rightly been criticised by HEFCE. Universities need to be places of open debate and argument, but if they can't even talk openly about themselves what hope is there for academic freedom ?

Most important of all, the row should sound alarm bells about the direction in which universities are being pushed by Government policy of marketization. Bath University did not become as good as it is because it is being marketised, any more than it did through the sole efforts of its VC and senior managers. It became a good university through the hard work of all its staff and its future as a good university depends on bringing an end to the growing gap between the top and the rest, to the culture of secrecy and to the damaging process of marketization.

The university has declared an 'effectiveness' review. Isn't it time that we decided for ourselves what an effective university is? HEFCE has reviewed how the University of Bath is being run. Now it's time for us, all of the staff to decide how we want this university to be run.

Rank	Institution	Ratio v-c to all staff
1	University of Bath	11.91
2	University of Sheffield	10.91
3	University of Birmingham	10.78
4	University of Exeter	9.75
5	University of Nottingham	9.4
50	University of Glasgow	6.72
95	Edinburgh Napier University	5.62
96	University of Sunderland	5.61
97	Loughborough University	5.6
98	University of Greenwich	5.6
99	University for the Creative Arts	5.51
100	Royal Agricultural University	5.48

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Just how many hours DO we work?

Given the general concerns about stress, especially stress caused by work, we have asked university management to supply the workload hours for staff who are covered by a workload model rather than contractual hours. Under Health and Safety legislation, we have a right as health and safety representatives to information concerning "potential hazards" in the workplace.

We made the request on 2 October. The relevant staff were on leave but on 9 October, Human Resources said they would see what they could do. On 16 October, Human Resources said they hoped to have the data soon. On 25 October, we raised the issue in a meeting with the Vice-Chancellor and senior management. On 25 October, the Deputy Vice-Chancellor said he had concerns about the data and would prefer not to supply them. We replied quoting the relevant legislation. On 3 November, the University Secretary said they believed there were exemptions in the legislation allowing them to refuse to pass on the data. What are they trying to hide?

More information

<https://www.ucu.org.uk/>

<http://bath.web.ucu.org.uk/>

ucu-sec@bath.ac.uk

University of Bath

University and College Union

ANNUAL GENERAL MEETING

Wednesday 13th December

1.15 pm 1W2.101

ALL MEMBERS WELCOME

JOIN UCU TODAY

Free membership for all postgrads

UCU is the union for all academic and academic-related staff. UCU is now offering FREE membership to all postgraduate students whether they work or not. Bath SU Postgrad Officer Liam Emery says "Postgrad students who take on paid work teaching or demonstrating often get a raw deal. The SU is very supportive of our students joining UCU, a union in which we have a good working relationship." Thousands of postgrads are signing up for UCU's free membership offer, knowing that there is strength in numbers and we recommend you to take advantage of the free membership offer.



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