

University of Bath UCU Branch Meeting Minutes

Thursday 14th April 2016 1.15 pm 1E2.4

1 Welcome and apologies for absence

Michael Carley in the chair.

40 members in attendance. Apologies received from 31 members.

2 Minutes of branch meeting held on 25th February 2016 agreed as a correct record.

<http://bath.web.ucu.org.uk/files/2012/07/Branch-meeting-25-Feb-16.minutes.pdf>

3 National pay negotiations and arrangements for ballot of members commencing 14th April and closing 3rd May.

<https://www.ucu.org.uk/he2016>

Hedley Bashforth drew members' attention to the UCU tool [Rate for the Job](#) and to publicity materials produced nationally as part of the pay campaign. The next meeting of joint unions with employers takes place on 28th April, and this ballot is intended to show employers the strength of feeling over the declining value of HE pay, and the employers' 1% pay offer. If we do not support the call for action we will be stuck with the 1% offer (or less).

Any member who does not receive a ballot paper by 20th April should contact branch secretary at ucu-sec@bath.ac.uk

Members also reminded to print and display the [pay campaign poster](#).

4 Update on local negotiations

a. JUCNC

Living Wage

UNISON are taking the lead on this issue. The University has been paying low paid workers (anybody earning less than the Living Wage of £7.85 ph) a non-consolidated, non-pensionable pay supplement to bring them up to that level. The supplement is due to be uprated on April 1st, but HR have asked the unions to help them to create a 'business case' for the uprating. This business case could include such

moves as the withdrawal of unsocial hours payments made to low paid workers for evening and weekend work.

UNISON have rejected this and are looking to UCU and Unite for support in defending the pay of low paid workers at the University.

The joint TUS at the University argued two years ago when the pay supplement was introduced that the University could (and would) withdraw it if given half a chance.

The meeting agreed to support UNISON members in defending the Living Wage at the University.

Post meeting note 1: The University Secretary has turned down a request for copies of documents relating to the University's policy on the Living Wage, on the grounds that disclosure would 'inhibit the free and frank provision of advice ... or exchange of views for the purpose of deliberation.' The University Secretary, acting on the Vice Chancellor's instructions, used this same reason last year to avoid disclosure of documents relating to changes in the USS pension. This was overturned by the Information Commissioner.

The refusal to disclose documents relating to the Living Wage will now also be referred to the Information Commissioner.

Post meeting note 2: The University Secretary has not yet responded to a further FOI request asking for details of the current emoluments of the Vice Chancellor.

Grievance procedure

Redraft has still not been concluded.

b. JACNC

Grade 6/7 progression

HR have now provided a list of names of staff who they believe were employed in Grade 6 posts when we signed our local agreement with them, and who are still in Grade 6 posts now.

The agreement states that Grade 6 staff will have a normal expectation of progression to Grade 7, but this has not been happening.

UCU is seeking to establish an agreed procedure for the realisation of the progression expectations of staff in Grade 6 posts, and to address urgently the failure of the University over the last ten years to abide by the terms of the agreement.

New promotion criteria

Senate has now agreed (by 22 votes to 2) new promotion criteria for Readers and Professors, which include a requirement to attract a designated level of funding. UCU made strong representations against this change

Assimilation of hourly paid staff

Branch negotiators are due to meet with HR on 28th April to discuss the claims made on behalf of hourly paid staff (see minutes of branch meeting on 25th February for details).

Post meeting note: UCU has published a new report [Precarious Work in Higher Education](#), which identifies the University of Bath as one of the most insecure workplaces for academic staff.

Flexible working policy/teaching exemption process

There have been a number of complaints about the process, particularly the questions in section 4 of the form. UCU would have pointed this out if we had been consulted about the process.

Members are advised to use the Flexible Working Policy, which is a statutory requirement on all employers, if they find that they are working unreasonable hours. Staff who have at least 26 weeks continuous service have a legal right under the Employment Rights Act 1996 to request to work flexibly relating to working hours, working location and the pattern of working. Details of this are on HR webpages. ACAS also provide support and advice on flexible working applications.

Prevent Duty, 2015 Counter-Terrorism and Security Act

Hartmut Logemann and David Miller reported on continuing correspondence with University Secretary about this. University are refusing to let us see the training materials used with University staff, so we will submit an FOI request for it. University has also not provided clear responses either about who should register, or what the purposes of the register are. Initially we were told it was for 'staff protection' but now we are told the register will be made available to the police. Members are advised to defer registration until we

receive satisfactory answers to our questions about how the University is responding to the requirements of the Prevent Duty

5 UCU Congress

Election of two delegates to UCU Congress, Liverpool, 1-3 June 2016

Members reminded that we have two delegates, and nominations are invited before 28th April. Please contact ucu-sec@bath.ac.uk if you wish to represent the branch at this important national UCU event.

Motion for UCU Congress

Members endorsed the following motion to UCU Congress

Vice Chancellors' and Principals' remuneration for additional posts

Congress reaffirms its belief that the increase in the remuneration of Vice Chancellors and Principals is disproportionate and unjustified. We repeat our calls for greater transparency in the process through which decisions about remuneration are made and in particular for the publication of Key Performance Indicators and other measures used to set executive pay. We are also concerned about the number of additional paid posts that many VCs and Principals have been taking on and instruct the HEC to conduct a full investigation into this matter. The investigation should focus on the amount of additional remuneration these additional posts generate for the post holders and the amount of time the post holders are required to allocate to these posts. Where time spent on these roles exceeds some reasonable threshold, heads of institution should have their salary reduced pro-rata, or should be given contracts which reflect their time actually spent at work.

6 Reports from branch officers

Post meeting note from Katy Jordan, membership secretary.

We now have over 500 members – 505 to be precise.

The next national recruitment week runs from 16-20 May.

We will be asking every member to recruit at least one colleague who has not yet joined.

For further info contact Kim Luetchford.

7 Any other business