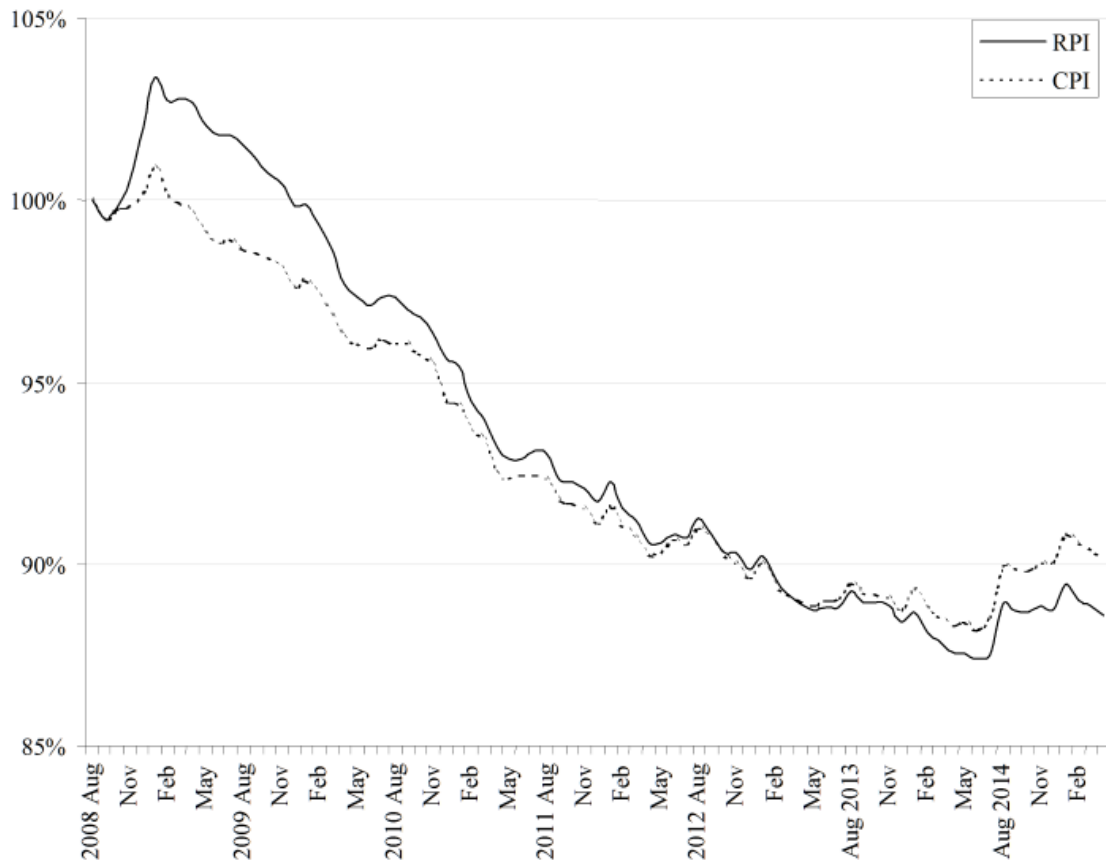


Dear Mr Sheppard

We are writing to you in your role as Chair of the University Remuneration Committee. As you know, we have written to committee members in advance of their annual meeting in each of the last four years. To summarise the previous correspondence, we have expressed our concerns about the significant pay increases for the university's high earners, and the widening gap between their pay and the pay of the rest of the staff which, as we are sure you know, has lost 15% of its value since 2009. The graph below demonstrates the problem of the declining value of our pay:



To make matters worse, our pension contributions have also been increased and most of us face further increases in contributions from next year.

The table below shows what has happened to the Vice Chancellor's remuneration since 2009, compared to the national pay award received by most staff:

	VC salary	% +/- previous year	National pay award
2009	275000	+7.4	0.5%
2010	278000	+1.1	0.25%
2011	284000	+2.2	£150
2012	356000	+25.3	1.0%
2013	384000	+7.9	1.0%
2014	395000	+2.9	2.0%

We are disappointed that our employer has remained silent on the cuts to our pay while at the same time ensuring that the pay of the high earners has continued to rocket. Quite apart from our own representations on the matter, university managers were warned as early as 2013 that pay inequality was a growing source of anger and grievance here. Almost half the respondents to the university's own staff survey said they did not feel fairly paid for the work they do. This sense of unfairness is mainly the result of cuts to the value of our own pay, but it is fuelled by the widening pay gap. Yet the pay gap has continued to grow. The staff survey does not capture the full extent of the anger about pay inequality because the survey did not even ask the university's growing number of hourly paid and zero-hours workers what they think about the pay gap here, yet they have lost even more pay than those in more secure employment.

Our representations to your Committee have not only been about the massive pay rises given to the high earners while everybody else gets a pay cut. We have objected to the lack of transparency in the decision to award these big pay rises to the high earners. We have asked for information about the criteria used to determine the pay increases of the high earners, but we have never received a satisfactory response. Our national officials received equally short shrift when they submitted FOI requests to 155 universities earlier this year, and the University of Bath was one of only 14 HEIs to employ exemptions under the FOI Act to avoid answering all the questions relating to their vice-chancellor's pay and expenses.

We hope that you will acknowledge that the achievements of the University are the result of the efforts of all the staff, and not just those at the top. We would like to hear that those who manage and govern the university are calling on the employers side in the national pay negotiations to recognise that the 1% pay offer for 2015 amounts to a consolidation of the pay cuts of the last six years, and that this is not the way to guarantee the survival of high quality universities. We also call on your committee to acknowledge that the university will not continue to flourish if it ensures the pay of those at the top increases while the pay of everyone else continues to shrink.

We also hope that you will establish a greater degree of transparency in the way the Remuneration Committee makes its decisions than has been the case in the past, and we call on your committee to adopt the following changes to the way that it operates:

- papers and minutes of the remuneration committee to be made publicly available, including detailed reasoning for any pay increases in excess of the nationally agreed pay award
- staff and student representatives to be members of the remuneration committee
- publication of an annual list of the pay and benefits of the vice-chancellor and others receiving in excess of £100,000 pa.

yours sincerely

Hedley Bashforth
University of Bath University and College Union

Julie Samways
University of Bath UNISON

Chris Coy
University of Bath Unite