

Position	Nominee	Statement	Supported by
Committee Officers			
President	David Moon	<p>As Branch President I have pursued engagement and direct negotiation with University of Bath Senior Management wherever possible, seeking to secure local progress in key areas in the face of national intransigence from employers' representative bodies. This local approach has led to a number of joint statements on the USS pension scheme that now place the University of Bath in a progressive position in the opening struggle over the next valuation. Taking forward and building upon achievements of my predecessor Michael Carley, we have also secured negotiations on Professorial Pay, anti-casualisation, and Equality Pay Gaps. The former has now concluded with an agreement supported by members – the first time a university and their local trade union branch has ever negotiated such a system. The other negotiations are ongoing, with a deadline to complete this academic year. If re-elected as Branch President I would seek to continue this approach to local engagement, working with members of the branch to identify the issue for a further, future claim.</p> <p>With regards to the national scene, I think we need to be realistic in acknowledging the failure of the recent industrial action over USS pensions and 4Fights, and we need to learn the lessons of that defeat. I am not a member of any national faction; however, I support the arguments currently being voiced that the union's priority this year should be a focus on organising and building our capacity to take successful industrial action in the future. Members need to know if we are taking action we have a clear plan with a clear exit strategy, and strength of numbers behind us. Without local mandates for further industrial action at present, this organisation work, alongside continuing negotiations, and the day-to-day work of trade union business, would be my central focus.</p>	Fran Amery; Sophia Hatzisaviddou

Vice-President	Fran Amery	As branch Vice-President I have played a role in negotiations with the University on professorial pay, anti-casualisation and equality pay gaps, the latter two of which are ongoing. I am seeking re-election as Vice-President in order to continue in these negotiations, and to work with the branch committee in our campaign to build the union locally. I have also trained as a union equality rep, and equality is at the heart of what I bring to campaigns and negotiations at the University.	Galadriel Ravelli, David Moon
Secretary	<i>no nominee</i>		
Treasurer	Tim Barrett		David Moon; Sabina Gheduzzi
Membership Secretary	Kate Ehrig-Page	<p>Hello! My name is Kate Ehrig-Page and I am a Research Data Librarian. I have a background in record keeping and with this administrative/ organisational employment background, I would like to lend support to the union and individuals served by it through standing for Membership Secretary.</p> <p>I have been a member of UCU for one year, co-opted rep for just under a year and I've recently completed the UCU Rep 1 course. I am proud to be a trade unionist and would consider it a privilege to represent colleagues at the University of Bath.</p> <p>I would appreciate your vote. Thank you.</p>	Ben Ralph; Steve Alston
Recruitment Officer	Ben Ralph	I am standing again for Recruitment Officer to help ensure that, after an intense year of strike action, we are in a stronger position than ever to achieve local wins through negotiation and show a united and committed front when national action is called. To build this strength, we need to convince our colleagues that the only way they we truly exert control over our working conditions is through collective action and struggle, and in doing so not only get them to join the UCU, but to become involved and active trade unionists	David Moon; Sabina Gheduzzi
H&S Officer	Michael Carley		David Moon; Sabina Gheduzzi
Equality Officer	<i>no nominee</i>		

Anti-casualisation Officer	Alejandro De Coss-Corso	This is to formally express my interest in standing for anti-casualisation officer for the upcoming year. We will be entering a crucial moment of negotiation in the upcoming weeks, as the University's management has indicated willingness to open the discussions they withheld as we negotiated Professorial Pay. As I have been engaging with these issues for the past year, aided by more experienced members of the committee, I believe that I am in a good position to continue this work going forward. We're particularly interested in securing a clear commitment from management to provide clarity on how specific policies to end casualisation will be implemented, including timelines and procedures, and we believe we're in a position to achieve a local win. It's for these reasons that I'd like to stand again for anti-casualisation officer.	Ben Radley; Galadriel Ravelli
Pensions Officer	James Davenport	<p>Pensions are always complex, as they involve forecasting, both for global economic trends and one's own longevity. One of the great advantages of a defined benefit scheme is that the longevity risk is transferred to the scheme, and actuaries exist in order to forecast this risk. The other challenge is forward economic forecasting, and here there is a variety of, generally unhelpful for an open and growing scheme like USS, regulations here, which it seems as if the employers are manipulating to their benefit. The tasks of the pensions officer are</p> <p>A. Assisting individual members (always bearing in mind that we are not financial advisors)</p> <p>B. Participating in the local pensions forum with the other unions and university management (and we are grateful to the current VC for creating this)</p> <p>C. Participating in the national specialist group and feeding points back from that as appropriate, to the committee, our representative delegates, or to members.</p>	David Moon; Tim Barrett
Casework Co-ordinator	Tim Barrett		David Moon; Sabina Gheduzzi
Green/Environment Rep.	Sophia Hatzisavvidou		David Moon; Sabina Gheduzzi

Members Reps on Committee			
Women & Non-Binary Members	<i>no nominee</i>		
BME Members	<i>no nominee</i>		
LGBTQ+ Members	<i>no nominee</i>		
Disabled Members	<i>no nominee</i>		
International Members	Galadriel Ravelli	I would like to continue serving in the role of International Rep. Over the past three years, I have been actively involved in the UCU Committee's work, and I have done specific UCU training to improve my performance. I would be thus happy to continue representing our international members within the Committee.	David Moon; Fran Amery
Postgraduate Members	Kayleigh Charlton	I am interested in taking on the role of the UCU PGR rep at Bath. I believe there is potential to build a bigger, stronger network among post-grads which is crucial for future ballots. After spending time getting to know more about UCU and the role as the PGR, I think there is a great opportunity to make a big difference here. Peers often come to me asking for clarity about their rights at work, or for more information about industrial action – formalising my role as a rep would hopefully allow for more of these conversations to take place, with more students knowing who they can turn to.	Fran Amery; David Moon
Academic-Related & Professional Services (ARPS)	Sarah Parry	I am a member of what the UCU calls academic-related and professional services (ARPS) staff, a large group working in a lot of different roles across the university. We work closely with and share the same interests as our academic colleagues and face many of the same challenges. However, there is a widespread lack of recognition of our role within higher education and possibly within the union. I am standing for election as ARPS rep to recruit and organise academic related and professional services staff to strengthen our branch and ensure our contributions are recognised, acknowledged, and valued.	Fran Amery; James Davenport
Postdoc [Academic Research Staff]	<i>no nominee</i>		

Teaching Fellow [Academic Teaching Staff]	Ben Ralph	I am standing again for Teaching Fellow rep because this growing group of staff are often some of the most overworked and exploited members of our branch. The UCU was instrumental in improving the status of these staff to parity with other academics, but too often teaching-only staff are treated like expendable commodities, squeezed until breaking point to grease the wheels of the degree factories that modern universities have become. As well as representing members in this job type, I will ensure that reducing workload is a key priority of the branch committee in our negotiations with senior management.”	David Moon; Sabina Gheduzzi
Lecturer/Reader [Academic Teaching & Research Staff]	Ben Radley	By way of a short personal statement, as a recently arrived lecturer at the university, I would like to give voice to the issues facing lecturers and readers at Bath in discussions at the committee level and at wider meetings of the membership, and to try to make progress on these issues at the institutional level. Prominent among these, from my brief experience here to date, appears to be issues related to workload. Notably, and somewhat bizarrely, despite this, no mention of workload has been made in recent surveys of staff wellbeing. There is, therefore, much to be done, and I would like to see what headway I can make on this in the coming year, now I’ve begun to find my feet within the committee as a co-opted member over the last 12 months.	Alejandro De Coss-Corzo; David Moon
Professor	Peter Hall	The professoriate at Bath voted, by an absolute majority, to be represented by UCU as a collective. The result if that vote is that a new pay structure has been negotiated and introduced. The introduction is just the start of the process. For example, one of the most important clauses in the agreement is a commitment by The University to regularly review the new structure, in particular to ensure Bath remunerations compare well to national colleagues. Collegiality with colleagues is equally important, especially in times where the sector as a whole can feel under pressure over pensions, wages, workload, pay gaps, etc. I put myself forward to continue in the role of UCU professoriate representative, bringing with me commitments to equality, transparency, and unity.	Sophia Hatzisavidou; Kate Ehrig-Page