

Passed 24 January 13, amended 6 March 14

1515 Amendment to 1304 Fair Pay Campus

Proposer: C Jarvis (Green Party)

Seconder: C Cliff (Vegbox)

Union Notes:

1. That there is a nationwide campaign for employers to introduce a Living Wage for their employees
2. That the University of East Anglia has pledged to implement the Living Wage of £7.65 for its employees
3. That UEA currently does not pay all sub-contracted workers a living wage
4. That the Union of UEA Students currently does not pay all of its employees at least a Living Wage
5. That there is a nationwide campaign to ensure pay ratios between the highest and lowest paid worker on University campuses are no higher than 10:1ⁱ
6. That the Higher Education sector has the highest pay gap between highest and lowest paid worker in the public sector ⁱⁱ
7. That the current average pay ratio in the Universities sector is 15.35:1ⁱⁱⁱ
8. That UEA's current pay ratio between highest and lowest paid worker is 15.59:1^{iv}
9. Fair Pay Campus accreditation is given when the pay ratio of the university is no higher than 10:1 and that all directly employed and subcontracted workers are paid a living wage.
10. The University of East Anglia has just announced a new Vice-Chancellor.
11. The School of Oriental and African Studies, a former fellow member of the 1994 group, and the University of London have achieved accredited Fair Pay Campus status.
12. The University of East Anglia is the 43rd worst performer in the Fair Pay Campus League Table in 2013, with 15 employees paid over £140,000 a year, a pay ratio of over 15:1 and no assurance that sub-contracted workers are paid the Living Wage ¹
13. The Vice-Chancellors pay increased by 8.6% in 2013 .
14. We have existing policy supporting staff striving for better pay at the University, with lecturers having a 13% pay cut in real terms since 2008².

Union Believes:

1. That people's income should be high enough to meet basic standards of living

¹ <http://fairpayunis.files.wordpress.com/2013/10/2013-fair-pay-league.pdf>

² <http://www.bbc.co.uk/news/education-25191561>

2. That the Living Wage of £7.65 an hour meets this standard
3. That the University has taken a good, proactive step in pledging to introduce the living wage which the Union welcomes.
4. That institutions, societies and organisations with higher degrees of equality produce better relationships between all members, higher levels of productivity and greater fairness
5. That the Universities sector is not a special case; it is not justified in having much higher degrees of pay inequality than the rest of the public sector
6. That universities of a similar stature have achieved Fair Pay Campus accreditation or are close to doing so and UEA is therefore able to do the same.
7. That the recruitment of a new Vice-Chancellor is an opportune moment to make pay more equitable on campus.
8. There is no distinction between the quality of work done by directly employed and sub-contracted workers and the University should pursue a policy of equal pay for equal work.

Union Resolves:

1. To endorse the Fair Pay Campus campaign to reduce pay ratios to 10:1 and introduce the living wage nationally and at UEA
2. To work with those groups at UEA campaigning on this issue in order to help lobby the University to continue its process of implementing the Living Wage and extend this commitment to sub-contracted workers
3. To work with those groups at UEA campaigning on this issue in order to help lobby the University to move towards a pay ratio of 10:1
4. To ensure that the Union of UEA Students does not exceed a pay ratio of 10:1 and therefore publish its current pay ratio between its highest paid worker and lowest paid worker.
5. To mandate the Board of Trustees to outline a timeline for the gradual introduction of the Living Wage for the Union of UEA Students' employees.
- 6: To mandate the Student Officer Committee to write an open letter to the Universities Executive team requesting that they take this policy into account when entering into new contracts that involve employing sub-contracted workers and review their pay structure, with reference to the highest paid employees at the University.

Sources

i <http://fairpaycampus.co.uk/>

ii <http://www.nouse.co.uk/2012/01/31/emerging-disparity-between-university-employee-salaries/>

iii <http://fairpaycampus.co.uk/the-evidence.html>

iv <http://www.whatdotheyknow.com/request/140903/response/340419/attach/html/3/121210%20Response%20letter%2012%20158.pdf.html>