

9.2. R. 11 – A Motion to Implement a Living Wage in the Students’ Association

THIS SRC NOTES THAT:

1. From the first of August of this year the University ceased paying staff below the living wage, so that the lowest paid staff would henceforth be paid £7.53 per hour.
 - 1.1. The Association is not obliged to follow the University’s policy.
 - 1.2. The Association currently pays approximately 25 casual staff on Grade 1.1 at £7.15 per hour
 - 1.3. Other casual staff earn the national minimum wage of £6.31 per hour (<http://www.theguardian.com/news/datablog/2013/oct/01/ukminimum-wage-history-in-numbers>).
2. A living wage is advocated by The Labour Party, The Scottish National Party, Unison, Citizens UK, Church Action Against Poverty, the Communication Workers’ Union and the Public and Commercial Services Union.
 - 2.1. The Living Wage is defined as the threshold at which people can live without fear of poverty with a sufficient safety net to also provide for a better quality of life.
 - 2.2. The tools for calculating the living wage outside of London are provided by the Minimum Income Standard (MIS) research project based at Loughborough University and funded by the Joseph Rowntree Foundation (<http://www.jrf.org.uk/topic/mis>).
 - 2.3. The current Scottish living wage is £7.45.
 - 2.4. Last academic year the St Andrews Labour Society collected 478 signatures for the ‘petition to end poverty pay on our campus’, part of the Living Wage campaign.
3. The cost to the Students’ Association of employing its casual staff was £123,019.11, under a living wage policy the cost would have been £141,193.15.

THIS SRC BELIEVES THAT:

1. Given the incredible cost of living and studying in St Andrews, all students and local people should have access to jobs that pay a living wage.
2. The Students’ Association is a progressive organisation that should be at the forefront of any effort to improve student wellbeing.
3. All employees of the Students’ Association should receive at least a living wage.
 - 3.1. This must include full-time, part-time and temporary staff.
 - 3.2. This must include - but not be limited to - bar staff, security staff, kitchen staff, sabbatical officers, reception staff and office workers.

THIS SRC RESOLVES:

1. To demand that the basic wage for all employees in the Students’ Association be increased to a living wage and that the University increase the block grant to compensate for this increase cost as part of an element to promote ethical employment practices and to standardise the Students’ Associations’ practices with the University’s.

- 1.1. To ensure, in the future, this wage is provided for all staff working in or for the Union regardless of how staff is contracted, what their hours are, and whatever non-voluntary positions they hold.
- 1.2. To urge the Association to become an accredited Living Wage employer.
2. To commend the University for taking the positive step of paying its employees a living wage.
 - 2.1. To urge the University to become an accredited Living Wage employer.
3. To urge all local businesses to pay the living wage.
4. To reconsider this motion should the Joseph Rowntree Foundation substantially alter the definition of a living wage.

Proposed by Mr Bryce, seconded by Mr Anderson.

With 16 members in the affirmative and 1 member in the negative the motion was adopted.