



University of St Andrews Students' Association Students' Representative Council

AGENDA

Tuesday 8 October 2013 - Committee Room - 7.00pm

- 1. Adoption of the Agenda**
- 2. Apologies for Absence**
- 3. Adoption of the Minutes of the Previous Meeting**
- 4. Matters Arising from the Minutes of the Previous Meeting**
- 5. Open Forum**
- 6. Reports of Sabbatical Officers**
 - 6.1. Report of the Association President
 - 6.2. Report of the Association Director of Services
 - 6.3. Report of the Association Director of Student Development & Activities
 - 6.4. Report of the Association Director of Representation
- 7. Reports of Officers**
 - 7.1. Report of the Arts/Divinity Senate Representative
 - 7.2. Report of the Association Community Relations Officer
 - 7.3. Report of the Association Environment & Ethics Officer
 - 7.4. Report of the Association LGBT Officer
 - 7.5. Report of the Association Postgraduate President
 - 7.6. Report of the Athletic Union President
 - 7.7. Report of the Science/Medicine Senate Representative
 - 7.8. Report of the SRC Accommodation Officer
 - 7.9. Report of the SRC Education Officer
 - 7.10. Report of the SRC Equal Opportunities Officer
 - 7.11. Report of the SRC Employability Officer
 - 7.12. Report of the SRC External Campaigns Officer
 - 7.13. Report of the SRC Member for Ethnic Minorities
 - 7.14. Report of the SRC Member for First Year
 - 7.15. Report of the SRC Member for Gender Equality
 - 7.16. Report of the SRC Member for International Students
 - 7.17. Report of the SRC Member for Mature Students
 - 7.18. Report of the SRC Member for Private Accommodation
 - 7.19. Report of the SRC Member for Students with Disabilities
 - 7.20. Report of the SRC Member for University Accommodation
 - 7.21. Report of the SRC Member for Widening Access
 - 7.22. Report of the SRC Welfare Officer
 - 7.23. Any Other Competent Reports
- 8. Unfinished General Business**

9. New General Business

9.1. R. 11 - Motion to Implement a Living Wage in the Students' Association

10. Any Other Competent Business

R. 11

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/uk-minimum-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.
 - 1.1. To ensure, in the future, this wage is provided for all staff working in or for the Union regardless of how staff are 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.

PROPOSED:

Callum Bryce
SRC External Campaigns Officer

SECONDED:

Ben Anderson
SRC Member for Widening Access