



University of St Andrews Students' Association Students' Representative Council

MINUTES

Tuesday 8th October 2013 – Committee Room, 7.00pm

Present

Maxwell Baldi	Association Chair
Daniel Palmer	Association Director of Events and Services
Edward Woodhouse	Association Director of Representation
Kelsey Gold	Association Director of Student Development and Activities
David Norris	Association LGBT Officer
Scott Schorr	Association Postgraduate President
Chloe Hill	Association President
Iain Cupples	Education Researcher
Jess Walker	President of the Athletic Union
Pat Mathewson	Rector's Assessor
Peter DaBell	Science/Medicine Senate Representative
Scott Taylor	SRC Accommodation Officer
Ondrej Hajda	SRC Education Officer
Lonie Sebagh	SRC Employability Officer
Callum Bryce	SRC External Campaigns Officer
Soraya Walli	SRC Member for Ethnic Minorities
Joshua Carlton	SRC Member for First Year
Ali West	SRC Member for Gender Equality
Caroline Rhoads	SRC Member for International Students
Fay Morrice	SRC Member for Students with Disabilities
Ben Anderson	SRC Member for Widening Access

In Attendance

Caroline Magee	The Saint
Laura Abernathy	The Saint
Elliot Davies	The Saint
Daniel Johnston	The Labour Society

1. Adoption of the Agenda

The agenda was adopted without dissent.

2. Apologies for Absence

Melissa Turner	SRC Member for Mature Students
Hibak Yusuf Mohamud	SRC Equal Opportunities Officer
Anna Kennedy-O'Brien	SRC Member for University Accommodation

3. Adoption of the Minutes of the Previous Meeting

Pursuant to Standing Orders §7.2.2, the minutes of the Students' Representative Council meeting on the 1st of October 2013 were laid before the members of the Council on the 8th of October 2013. With no objections registered within 24 hours, the minutes were considered adopted by electronic mail.

4. Matters Arising from the Minutes of the Previous Meeting

There were no matters arising from the previous minutes.

5. Open Forum

There was no business for the open forum.

6. Reports of the Sabbatical Officers

6.1 Report of the Association President

Ms Hill informed the Council that the Association was now going through the recommendations from the Governance Review consultant and establishing how to put those in place.

Ms Hill informed the Council that she had attended the Community Council meeting the previous night and that had lasted for several hours.

Ms Hill informed the Council that she won an award.

Ms Gold enquired of Ms Hill which award she has won.

Ms Hill replied that she had won an award from the National Council of Women for her work writing on the role and effects of women in the national curriculum.

6.2. Report of the Association Director of Events & Services

Mr Palmer informed the council that redevelopment was going well and that glazing was now being installed. Mr Palmer also informed the council that there had been no more delays to the redevelopment schedule.

Mr Palmer informed the council that footfall to the Students' Association Building was still low probably due to the building appearing closed.

Mr Palmer informed the council that there was currently a bottleneck in advertising and so he would be conducting an advertising campaign the next day for that Saturday's Cheesy Event. Mr Palmer requested that the members participate by posting their favourite cheesy song on Facebook and advertising the up-coming event.

6.3. Report of the Association Director of Student Development & Activities

Ms Gold informed the Council that she had been out of town for the past few days and had returned to 53 emails, which she had mostly now worked through.

Ms Gold informed the Council that three different training days had been held. Ms Gold also informed the Council that she was currently revamping society management procedure.

Ms Gold informed the Council that more than one thousand pounds had been distributed to societies.

Ms Gold informed the council that the Scott Lang Dinner Committee had been formed.

Ms Gold informed the Council that interviews for Class Gift Convenor were being held the next day.

Ms Gold informed the Council that the applications for the On the Rocks Festival would be closing on the coming Friday. Ms Gold also informed the Council that On the Rocks was looking for a designer.

Ms Gold informed the Council that the debate on austerity had went well as had the launch party for Race2.

Ms Gold informed the Council that show applications for Mermaids' were to be accepted next week.

Ms Gold informed the Council that all subcommittees were running well

Ms Gold informed the Council that Redevelopment was going well and that those in charge were following the members' recommendations from earlier that year about naming spaces.

Ms Gold informed the Council that she had been working on employability and that CAPOD would to increase the number of IT programmes from next week.

Ms Gold informed the Council Mr Hajda and Mr Woodhouse had volunteered to help out at the upcoming event for prospective students. Ms Gold requested that those members who wished to participate let her know.

6.4. Report of the Association Director of Representation

Mr Woodhouse informed the Council that Class Representatives had been elected, that they seemed to be excited, and that they would receive their training next week. Mr Woodhouse highlighted that the Class Representatives attendance at training was mandatory.

Mr Woodhouse informed the Council that the Learning and Teaching Event was to be held next week.

Mr Woodhouse informed the Council that there was to be a mini-conference targeted towards academic representation in the 21st century. That was being held next Saturday, would be relevant to the members of the Council. Mr Woodhouse also informed the Council that his equivalent from Edinburgh would be in attendance and that the Sienna Parker would be delivering a keynote speech.

Mr Woodhouse informed the Council that the first ever School President's Forum had been held and they would be tasked with holding the University to account. Mr Woodhouse stated that he would meet with the Forum twice a semester.

Mr Woodhouse informed the Council that a School President had stepped down and that he was working with the School to identify and appoint a replacement.

Mr Woodhouse informed the Council that the Annual Student Participation in Quality Scotland (sparq) event was to be held soon.

Mr Woodhouse informed the Council that the Learning and Teaching Committee had discussed the School President Forum.

Mr Woodhouse informed the Council that he had attended the Community Council meeting.

Mr Woodhouse informed the Council that he had been working with Ms Borg on preparation for Raising Weekend and Sexual Health Week. Mr Woodhouse also informed the council that a lot of condoms had been distributed around campus as part of a sexual health push.

7. Reports of Officers

7.1. Report of the Arts/Divinity Senate Representative

There was no report from the Arts/Divinity Senate Representative.

7.2. Report of the Association Community Relations Officer

The position of Association Community Relations Officer is vacant.

7.3. Report of the Association Environment & Ethics Officer

There was no report from the Member for Environment & Ethics

7.4. Report of the LGBT Officer

Mr Norris informed the Council that NHS Scotland had contacted the Committee at the last minute and had ruined the Committee's event. In their place, the Committee had held a TED Talk event, which had gone well. Mr Norris expressed his hope that the event could be expanded to the wider community as they could also benefit from attending events, which featured motivational speeches.

Mr Norris informed the Council that the event 'Stand Out St Andrews' would be held at half at half five on Friday and would feature videos about coming out.

Mr Cupples enquired of Mr Norris if he would like information about Out in Fife.

Mr Norris responded that he would.

7.4. Report of the Association Postgraduate President

Mr Schorr informed the Council that the Postgraduate Gala had been held on the 7th of October. There was a three-course meal, the Alley Cats had performed, and there were several keynote

speakers. Mr Schorr also informed the Council that after the Gala many of the attendees had went the main bar.

Mr Schorr informed the Council that he was sending out an email to Postgraduates every Sunday.

7.6. Report of the Athletics Union President

Ms Walker apologised for her absences from the previous meetings.

Ms Walker informed the Council that the Athletics' Union was working on three main projects at that time: equality and diversity in sport, in coordination with the LGBT Committee; building a database of alumni and working on relations with them; and conduction a financial review of clubs to create a sustainable system.

7.7. Report of the Science/Medicine Senate Representative

Mr DaBell informed the Council that there had not been a meeting since the Academic Council a fortnight ago. Mr DaBell informed the Council that the Arts/Divinity Senate Representative had been present and they had discussed how to create a dialogue with the University and also the merits of resits.

Mr DaBell informed the council that the members in attendance at the meeting had not been happy as the meetings were often conducted as rubber-stamping meetings. Mr DaBell informed the council that he was working to increase discussion and open up meetings.

Mr DaBell informed the Council that the next Academic Council meeting would be in the first week of December.

7.8. Report of the SRC Accommodation Officer

Mr Taylor informed the Council that he had, with the rest of the team, had a productive meeting with the Accommodation Advocate.

Mr Taylor informed the Council that he had seen the How to Rent guide and that it looked great.

Mr Taylor informed the Council that the videos on halls were coming along well, except for Deans' Court, which didn't want one due to their regular oversubscription.

Mr Taylor informed the Council that training for senior committee members in halls would be increased and that more events would be held to increase hall eco-friendliness. These might be along the lines of past competitions where halls could win £1000 for having the greatest percentage reduction in energy usage.

Mr Taylor informed the Council that he had attended the Community Council coffee morning.

7.9. Report of the SRC Education Officer

Mr Hajda informed the Council that he had met with Ms Borg about the 'Take Care' campaign. Mr Hajda informed the Council that the campaign would be held at the end of the Semester and would create a positive studying environment.

Mr Hajda informed the Council that he was planning on conducting a library survey to identify the main things that people wanted e.g. levels of support for increased fines or increased short loans.

7.10. Report of the SRC Equal Opportunities Officer

There was no report from the Member for Equal Opportunities

7.11. Report of the SRC Employability Officer

Ms Sebagh informed the Council that she had received her induction training and was now getting started.

Ms Sebagh informed the Council that she planned to meet with Ms Gold for a Careers Launch event.

Ms Sebagh informed the Council that she was working with the School of Chemistry President to secure Careers Centre access due to the 9 to 5 schedule of Chemistry Students restricting access.

Ms Sebagh informed the Council that she was waiting for Class Representatives' Training to be completed and she would then be working with them to increase awareness of employability.

7.12. Report of the SRC External Campaigns Officer

Mr Bryce noted that he had submitted a motion to the Council.

Mr Bryce informed the Council that he planned to work with Ms Urbonaite on tackling the University's inaction on conflict minerals since they signed onto the campaign following the previous Students' Representative Council's motion.

7.13. Report of the SRC Member for Ethnic Minorities

Ms Walli informed the Council that Black History Month was holding an event on Friday October 23rd and a speaker from Aberdeen had been secured.

Ms Walli informed the Council that submissions for the Photo Expo were now being accepted.

Ms Walli informed the Council that she had met with several societies about an international food event.

7.14. Report of the SRC Member for First Year

Mr Carlton informed the Council that he had met with Ms Cunningham about accommodation issues facing first years.

Mr Carlton informed the Council that he had been unable to the Saturday Community Council Coffee morning.

7.15. Report of the SRC Member for Gender Equality

Ms West informed the Council that she was working on plans for the Zero Tolerance Campaign.

Ms West informed the Council that she had attended the Feminist AGM and was now a member of their Committee. Ms West expressed her hope that her appointment to the Committee would enable her to integrate the Feminist Society's work and her work as member for Gender Equality.

Ms West informed the Council that she was working on securing grants for transport to the Reclaim the Night event being held in Edinburgh. Ms West encouraged the members to attend the event.

7.16. Report of the SRC Member for International Students

Ms Rhoads informed the Council that she was working on an event about student visas.

Ms Rhoads informed the Council that she had met with a magazine and had discussed the issues facing international students.

Ms Rhoads informed the Council that the DRA Committee Member for International Students wanted to stage events aimed at international students.

7.17. Report of the SRC Member for Mature Students

There was no report from the Member for Mature Students

7.18. Report of the SRC Member for Private Accommodation

There was no report from the SRC Member for Private Accommodation

7.19. Report of the SRC Member for Students with Disabilities

Ms Morrice informed the Council that she was planning a 'Queer Question'-type event, which would be modelled on the past year's Queer Question Time but focus on disability issues. Ms Morrice stated that she was working with Mr Lord on that. Mr Morrice added that an MP would be attending and that lots of disability organisations had been asked to send speakers. Mr Morrice informed the Council that the event would be held in Lower Parliament Hall.

7.20. Report of the SRC Member for University Accommodation

There was no report from the Member for University Accommodation

7.21. Report of the SRC Member for Widening Access

Mr Anderson informed the Council that he had met with Ms Hill and also with Mike Johnston for Scottish Accommodation.

Mr Anderson informed the Council that he was working with the Principal's Office on Beyond Fife.

Ms Hill stated that if members of the Council did not understand emails from the University due to their heavy acronym usage, they should forward them to a Sabbatical Officer who would explain. Ms Hill added that it had taken the Sabbatical Officers a while to become acquainted with the acronyms.

7.22. Report of the SRC Welfare Officer

There was no report from the SRC Welfare Officer

7.23. Any Other Competent Reports

There were no other reports.

8. Unfinished General Business

There was no unfinished general business.

9. New General Business

9.1. J. 12 - A Motion to Provide the Co-option of the Association Community Relations Officer

THIS SRC AND SSC NOTE:

1. A casual vacancy exists in the office of Association Community Relations.

THIS SRC AND SSC RESOLVE:

1. To co-opt a new Association Community Relations at a special joint meeting of the Association Councils on 22 October 2013.
2. To mandate the Association Community Relations to advertise the same.
3. To express its gratitude to Sadie Hochfield for her service as Association Community Relations Officer

Proposed by Ms Hill, second by Mr Woodhouse.

Ms Hill introduced the motion as such: Ms Hochfield emailed me last week and informed me that she was having some family issues and that she wouldn't be able to put in the required amount of time. I expressed that I wanted to give her support but she won't be staying on. The Community Council meeting was unpleasant and last three hours but we'll continue to go otherwise there won't be any student representation. Ms Hochfield was putting together a Community Relations Committee and six people have expressed that they wish to be involved. Hopefully that means the position can be filled. This motion will go to the Student Services Council next week and then there will be a joint meeting of the Councils to co-opt someone to the position.

Mr Baldi clarified that the joint meeting would be held before the Students' Representative Council meeting so the Students' Representative Council wouldn't miss a week.

Ms Hill stated that Ms Hochfield had done a great job, and despite her resignation, was still doing work for the position.

Mr Woodhouse asked whether it was intended for Ms Hochfield to advertise the vacancy.

Mr Woodhouse proposed an amendment to J. 12:

This SRC and SSC Resolve:

[...]

- 2. To mandate the ~~Association Community Relations~~ Director of Representation to advertise the same.**

Seconded by Ms Hill.

With no objections, the motion was amended.

Mr Baldi recommended that motions be written before midnight.

The question was called on J.12 as amended.

The motion passed in the Students' Representative Council with no objections.

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

THIS SRC NOTES THAT:

- 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.
 - The Association is not obliged to follow the University's policy.
 - The Association currently pays approximately 25 casual staff on Grade 1.1 at £7.15 per hour
 - 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>).
- 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.
 - 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.
 - 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>).
 - The current Scottish living wage is £7.45.
 - 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.
- 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 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.

Proposed by Mr Bryce, seconded by Mr Anderson.

Mr Bryce introduced the motion as such: this is a widespread campaign and the principle is that no one should be paid less than is enough to live on. The Labour Society had a petition last year that received over 500 signatures in the first day. There has been a 7-percentage points increase in the number of students working while at University, and most of them are spending that on accommodation and food. Give that St Andrews is so expensive this is beneficial for us. The University recently reviewed their pay grades and now will pay no less than the living wage. We have asked them to become an accredited living-wage employer. Many large organisations have also signed onto this campaign. The object here is similar to saying 'we're fair-trade'. It is one of the marks of being an ethical employer.

Mr Cupples stated that, in addition to being the Education Researcher, he was also in charge of human resources for the Association. Mr Cupples highlighted Mr Bryce statement that the University had reached an agreement with the trade unions to pay no less than £7.53. Mr Cupples stated that the Association didn't pay less than £6.31 as it was viewed as unfair to pay students less based on age but that the minimum wage was paid as the Association faced commercial competition. Mr Cupples stated that the University moved all staff to, at least, their pay grade 1.3 so they could be seen to be offering a living wage and also to appear as an employer of choice. Mr Cupples clarified that didn't mean the University was having problems with staff retention. Mr Cupples added that the University didn't abolish pay-grades 1.1 and 1.2, as their retention would allow them to move back should the living-wage policy not be successful. Mr Cupples stated that, at the time, the

University contacted the Association to see where they wanted to keep staff at the lower rate. Mr Cupples stated that he then took a paper to the Staffing Committee who decided to not implement a living-wage policy but that they would reconsider it at the end of Semester 1. Mr Cupples stated that two of the members of the staffing committee were present but that, speaking for the other members of the committee, a motion from the Students' Representative Council would weigh heavily on their minds. Mr Cupples stated that the economics of the issue would be considered and that based on last year, staffing costs would have been approximately £18,000 higher had a living wage been in place. Mr Cupples stated that, for context, that amount to around 40% of the Association's £46,000 surplus. Mr Cupples stated that £18,000 was a significant amount of money for the Association. Mr Cupples added that if the Staffing Committee did agree to an increase, they would specify that staffing costs as a percentage of the budget remain the same. My Cupples clarified that would entail an increase of revenue or a decrease in hours worked.

Mr DaBell asked what the consequences of going up to the living wage would be, specifically for those already on a higher rate.

Mr Cupples answered that security staff were currently paid more than ushers due to their higher qualifications. Mr Cupples stated that the feasibility of retaining that pay differential would need to be considered.

Mr DaBell stated that the pay differential was the incentive for ushers getting an SIA licence.

Ms Gold stated that the SIA licence cost around £500 and increased security levels.

Mr Cupples stated that the licence was a benefit for the Security staff.

Mr Norris stated that he was an usher, which he believed was a conflict of interest. Mr Norris added that he had a friend on a year abroad that had had to pay for a background check and, thus, it was not always convenient for Ushers to get the licence.

Mr Mathewson asked whether this would result in decreased staffing numbers.

Mr Cupples stated that it would entail either an increase in revenue or a decrease in hours worked.

Ms Hill stated that one of the anticipated outcomes of the redevelopment was an increase in revenue. Ms Hill stated that the projected increase was significant and not just a few thousand pounds.

Mr Cupples stated that the Association would be in a completely different situation following the redevelopment. Mr Cupples stated that the Association was not likely to make a substantial surplus this year and that it may even make a loss. Mr Cupples stated that the current year's projections didn't present a problem, as they have been budgeted for as part of redevelopment.. Mr Cupples stated that past some of the past surpluses had gone towards covering that projected shortfall.

Mr Norris asked whether staff would be kept apprised of decreases in staffing requirements.

Mr Cupples stated that those decisions were far down the line. Mr Cupples stated that the Association was likely to be making far more money then and taking on more staff. Mr Cupples stated that to compare the financial situation now to then would be to compare apples to oranges.

Mr DaBell asked when this policy would be implemented.

Mr Cupples stated that the Staffing Committee would consider the policy and, if they approved, it would be implemented at the start of semester 2.

Mr Mathewson asked when revenues would improve and how those projections were being grounded.

Mr Cupples stated that flaws in how the Association were run had been identified and that they would be addressed in the redeveloped building. Mr Cupples stated that there would also be more bars in the building.

Mr Taylor stated that the £18,000 estimate was based on the previous year and asked how this would compare to this year.

Mr Cupples stated that they were different in that the building no longer employed catering staff and that bars would be closing.

Mr Taylor asked whether there was the potential for an underspend giving the decreased staffing requirement during the redevelopment.

Mr Cupples stated that was unlikely, as the budget had been drawn up with the decreases in mind.

Ms Gold clarified that the Staffing Committee, herself, Mr Palmer, and two lay Board members, had this discussion before their appointment but that the decision not to implement a living wage was made by the previous Sabbatical Officers. Ms Gold added that this policy would not affect permanent staff but only casual staff, the security staff, ushers etc. Ms Gold stated that the point was made that, as a charity, the wage budget had to be kept under control but that had to be balanced against their responsibility to the welfare of members, of whom the staff formed a part.

Mr Hajda asked for clarification as to the difference between permanent and casual staff.

Mr Cupples answered that the Association employed two types of staff. The permanent staff was composed of local people and on permanent contracts, like himself. Permanent staff members are paid at, or over, pay grade 1.3. Mr Cupples stated that only three permanent members were paid at grade 1.3. Mr Cupples stated that the only way to run a building that was empty for large parts of the year was to hire staff and lay them off when they were not required. Mr Cupples stated that 25 staff members were paid at grade 1.1 and minimum wage.

Ms West asked what Mr Palmer's opinion on the subject was.

Mr Palmer stated that it was difficult for two reasons. Mr Palmer stated that there likely wasn't the money for it in the short term and that in the long term it was difficult to see what the surplus would look like. Mr Palmer stated that the permanent staff was already paid a living wage and that the casual staff didn't solely rely on their wage to live on. Mr Palmer stated that it was a sweeping statement to say the increase in the wage would help all of their welfare. Mr Palmer stated that it was difficult to know what £18,000 was to the Association both now and in the future.

Mr Cupples stated that the members shouldn't fixate on the figure of £18,000, as it did not take in to account other steps to increase revenue or decrease casual staff requirements.

Mr Palmer stated that it might be difficult to decrease casual staff requirements.

Ms Gold stated that revenue for this year was down.

Mr Palmer stated that revenue was down more than had been budgeted for. Mr Palmer stated that his position meant he would always be fixated on the money but that they would take this motion to the Staffing Committee should it pass. Mr Palmer stated that the Association was taking a lot less and that was likely due to building work.

Mr Bryce asked how much the redevelopment would cost.

Mr Palmer stated that it would cost £12,000,000 but that didn't necessarily take in to account the losses that might be sustained during the redevelopment.

Mr Bryce asked where the surpluses would be going if they were no longer being directed towards paying for redevelopment.

Mr Palmer stated that the surplus would go back to students, as the Association was a charity.

Mr Norris stated that St Andrews was expensive, adding that his rent was higher than many of his friends' who lived in big cities, and that most restaurants in town paid minimum wage, for example the G1 restaurants. Mr Norris stated that this would form a jumping off point for a wider campaign, as it would be difficult for the Association to lobby for increased wages if it didn't pay a living wage itself. Mr Norris stated that if other venues followed suit it could result in an increase in the rents being charged. Mr Norris stated that this policy had to be thought of in terms of St Andrews and not the wider scale.

Mr Bryce stated that he didn't foresee landlords increasing rent because a number of people were being paid more. Mr Bryce added that members should be fighting for lower rents, not keeping wages low to prevent increases.

Mr Hajda asked whether other Associations had joined this campaign.

Mr Bryce stated that a lot had.

Mr Johnston stated that he was present to represent Labour Society. Mr Johnston stated that the campaign in St Andrews had started last year and 500 people had signed its petition in the first day. Mr Johnston stated that one reason in support of a living wage is that no one should be paid poverty wages and we wanted to raise awareness in our community and pressure other businesses into acting and providing a fair wage for a fair days work. Mr Johnson disagreed with Mr Palmer's assertion that people won't be relying on this wage and noted his personal experiences working for the University at both the minimum and living wage. Mr Johnston stated that the wage increase allowed him to work fewer shifts and devote more time to his studies. Mr Johnson also stated that he believed that adopting a living wage was ethically required and that if the Association does not adopt a living wage it would say that the Association does not support ethical pay. Mr Johnston stated that he believed a living wage was important as did 500 other students.

Mr Hajda asked what it meant to be a living wage accredited employer and if it just meant signing-up and being listed on the website.

Mr Bryce answered that it was not a legal obligation and was akin to being fair-trade registered. There would be a plaque and similar indications.

Mr Schorr asked whether the link to the Rowntree foundation would be permanent and oblige the Association to pay whatever they defined the living wage as.

Mr Bryce stated that the pay would be linked to the definition.

Mr Schorr asked whether the motion could be amended so the Association didn't necessarily have to follow that definition should it change substantially.

Mr Bryce stated that he was happy to support such an amendment but that he would think any substantial differences would see the Students' Representative Council reconsider the motion then.

Mr Cupples stated that the University was moving towards a living wage, though they've left a backdoor out of it, and they didn't bind themselves to the Rowntree definition.

Mr Mathewson stated that it was not possible to have an economic argument and a normative argument simultaneously. Mr Mathewson stated that he supported the motion but didn't see that it would force the Association's commercial competitors to increase their wages as the Association's higher overheads put them at an advantage. Mr Mathewson stated that he would defer to Mr Cupples and Mr Palmer to evaluate whether the motion was feasible.

Ms Hill stated that there were some amendments she would like to make. Ms Hill stated that the block grant was not negotiated every year and that she wanted to move towards doing that. Ms Hill stated that she wanted to say to the University that the Association wanted to keep up to standard and ask them to reflect that in the block grant.

Mr Mathewson asked whether Mr Bryce knew how many of the casual staff were dependent on their wage.

Mr Bryce said that he did not know.

Mr Johnston stated that the campaign arose as he was an employee in University Halls and the employees were often not paid a living wage. Mr Johnston stated that the students employed in halls worked their shifts to earn a certain monetary value and when the University increased their pay they could work fewer hours. Mr Johnston stated that prices in St Andrews were insane, as were food prices and accommodation prices, and that was why this campaign gained so much support. Mr Johnston stated that a number of his work colleagues turned out to support the campaign and that it was a shame that some of the community were still neglected.

Mr Bryce stated that the Times Higher Education report stated that 57% of students are working at University and a significant percentage of them were using the money to pay for food and accommodation.

Mr Schorr proposed an amendment to motion R. 12:

THIS SRC RESOLVES:

[...]

4. To reconsider this motion should the Joseph Rowntree Foundation substantially alter the definition of a living wage.

Mr Bryce seconded the amendment.

The amendment was accepted without objection.

Mr Cupples stated that if the Board decided to implement a living wage policy they would take steps to ensure that it was economically feasible.

Mr Woodhouse questioned whether it would be possible to pressure the University to increase the block grant so that the Association could remain in line with the University's pay scale.

Ms Hill stated that the Association had £2,000,000 in reserves and that, while some of that was being put towards the Redevelopment and depreciation, it would be difficult to pressure the University which had a smaller reserve fund as a proportion of annual revenue.

Ms Gold added that the reserve fund acted as a buffer for those years in which the Association ran a loss.

The meeting went in to recess for 4 minutes.

Mr Woodhouse proposed an amendment to J. 12:

This SRC resolves that:

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.**

Ms Hill seconded the amendment.

Mr Schorr asked whether it might be more appropriate to have this provision in another motion as it was embedded alongside another initiative and might be controversial to the University.

Ms Hill answered that this provision wasn't really controversial.

Mr Norris stated that by having this provision in a separate motion it would be removed from context and could lose its purpose.

Ms Hill stated that by having this amendment it would quell people's fears that the Association would be out of pocket in funding a wage increase and it also asks the University to help us pay for this through an ethical grant.

Mr Schorr asked that, if it was established that the block grant was low, whether it would be better to have a motion where the Association would lobby the University for an increased grant for, say, ten things.

Ms Hill answered that it would be better to ask the University for one thing first before presenting a list of ten things.

Mr Cordrey asked what the effect on the motion would be should the University decline to increase the block grant.

Ms West answered that the motion amounted to only a strong recommendation and didn't do anything in effect.

Mr Cupples answered that the effect of this motion was to ask the University to increase the block grant to cover what the Association thinks it should cover to enable the commercial services side of the Association to be ethical in its employment practices. Mr Cupples stated that the University could not subsidise the commercial side even if it wanted to.

Mr Baldi stated that the Association did not have a policy on voting when there was a potential conflict of interest and that it would be up to individual members to decide whether they should vote should they think they had a conflict.

A roll call vote was called in the Students' Representative Council:

OFFICE	NAME	AYE	NO	ABS.
Arts/Divinity Senate Representative	Sophie Kelly			
Association Community Relations Officer	VACANT			
Association Director of Events & Services	Daniel Palmer			X
Association Director of Representation	Edward Woodhouse	X		
Association Director of Student Development & Activities	Kelsey Gold			X
Association Environment & Ethics Officer	Dominyka Urbonaite			
Association LGBT Officer	David Norris			X
Association Postgraduate President	Scott Schorr	X		
Association President	Chloe Hill	X		
President of the Athletic Union	Jess Walker	X		
Science/Medicine Senate Representative	Peter DaBell	X		
SRC Accommodation Officer	Scott Taylor	X		
SRC Education Officer	Ondrej Hajda	X		
SRC Employability Officer	Lonie Sebagh	X		
SRC Equal Opportunities & Welfare Officer	Hibak Yusuf Mohamud			
SRC External Campaigns Officer	Callum Bryce	X		
SRC Member for Ethnic Minorities	Soraya Walli	X		
SRC Member for First Year	Joshua Carlton	X		
SRC Member for Gender Equality	Ali West	X		
SRC Member for International Students	Caroline Rhoads		X	
SRC Member for Mature Students	Melissa Turner	X		
SRC Member for Private Accommodation	Ruth Cunningham			
SRC Member for Students with Disabilities	Fay Morrice	X		
SRC Member for University Accommodation	Anna Kennedy-O'Brien	X		
SRC Member for Widening Access	Ben Anderson	X		
Students' Representative Council Welfare Officer	Avalon Borg			

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

10. Any Other Competent Business

10.1 Announcements

Mr Mathewson stated that he had received an email from last years Saltire Scholars that informed him that the University did not intend to contribute to the funding of the programme this year. Mr Mathewson stated that he would be working on that issue.

Mr Bryce stated that there was to be a film screening in School Six in the quad of a film about police spying. Mr Bryce stated that the guardian would be in attendance and so members should attend to prevent an embarrassing turnout.

Adjournment

The meeting was adjourned at 2034