

Minutes of the Annual General Meeting of the Sheffield Association of University Teachers held in the Fulwood Room, University House at 1.00 pm June 5th 2003

1. Apologies were received from members of SAUT. 49 members were present.
2. Minutes of the last meeting were accepted.
3. There were no matters arising
4. President's Report
 - a) Pay negotiations. The latest pay rise offer was 3.6% which although equal with that offered to teachers did not rectify the anomaly of pay scales for academic staff.
 - b) New Fixed Term Contract Regulations will be operational in 2006. The Government wants universities to set a good example and will reduce the 42% of staff in UK universities on FTC.
 - c) Job evaluation has been debated nationally, and accepted by Council; however, the HERA and HAY schemes are not acceptable to AUT, which is against all factor-based schemes. It was noted that there are growing race and gender divisions in pay, which job evaluation should ameliorate.. The AUT Role Analysis scheme is now at a more mature stage.
 - d) There were encouraging signs of agreement between AUT and NATFE over job evaluation, and for a common settlement date.
 - e) Compulsory redundancies. There had been a number of campaigns against compulsory redundancies in Birmingham, Keele and Hull. It was highlighted that Hull had the most serious problems and has established a redundancy committee with 100 compulsory redundancies including their Registrar, Assistant Registrar and Director of Finance. The SAUT had passed a motion of solidarity with Hull.
 - f) Other activities. The President outlined for members the activities of the SAUT, which were ongoing outside on the Annual General Meeting.
 - i. Paternal Leave Scheme
 - ii. The limited use of the Hay evaluation to develop the AUT scheme, which had achieved positive recognition from AUT Headquarters. It was emphasised again that the AUT does not endorse the HAY Scheme and was out of line with all the other Campus Unions who were supporting HAY.
 - iii. Personal casework, which was time-consuming for SAUT members, which covered cases of pensions and tribunals. It was pointed out that there was a legal help line and legal assistance for AUT members.
 - iv. AUT was the fastest growing Union in the TUC.
 - v. White Paper on Education discussions ongoing on the issues of the proposed separation of Research and Teaching and the implications this would have, in particular for the 'non Russell Group' universities and for their staff.
 - vi. The JINCHES committee will pronounce on salaries and grading in August 2003.

- vii. The SAUT committee was looking at ways to seek communication with all members of the SAUT and not just those who attended the AGM.
 - viii. Thanks were given to the current officers and committee, and especially to retiring members, with special thanks to Julia Dagg.
5. Treasurer's Report – this was circulated at the meeting with Richard Ward available for questions.
6. Membership Report – given by Steve Ludlam. It was noted that although the SAUT was the largest growing organisation on campus the figures were still not good enough to achieve 50% representation. Notice was given of the forthcoming Open Seminar for Fixed Term Contract staff for June 23rd. Questions after the membership report were around ways of getting more information packs to new members of the University.
7. Trust Fund Report – presented by Tim Searle. Information about the fund had been circulated to schools to support those post 16 year olds who would not normally stay on at school, to consider applying for a university place. The first bursary had recently been awarded.
8. Elections – the panel proposed by the Committee was elected.
9. 1st Motion – Job Evaluation. The motion was proposed by Pablo Stern with Geoff Turner speaking to the committee's amendment, followed by speakers from the floor prior to the vote. The amendment was carried by 30 votes to 18, with 1 abstention. The motion as amended was carried by 30 votes to 14, with 5 amendments. The debate revealed some lack of clarity over the benchmarking process, and the meeting was promised a note of further explanation to all members. The meeting was informed that Committee members, Tracey Clarke, Steve Ludlam and Richard Ward had attended HAY training and could be contacted for help with completion of the workbooks.
10. 2nd Motion –No to Racism/Defend Asylum Seekers: as the meeting had already overrun its time limit the President asked for a vote on the motion without debate. The vote was carried 33 to 3 with 5 abstentions.
11. Any other business – there was none.

Note: the full text of the President's and Treasurer's report and of the motions etc. mentioned in this report can be found on the SAUT webpages at <http://www.shef.ac.uk/aut/>

Pat Fairbrother
8th June 2003

