

# ASSOCIATION OF UNIVERSITY TEACHERS

EXECUTIVE COMMITTEE MEETING, 27-28th SEPTEMBER, 1961

At the invitation of the Local Association, the Executive and its sub-committees met at Crombie Hall, Aberdeen — a hall of residence whose excellent study-bedroom units show what can be done when imaginative planning is combined with UGC standards.

Two familiar and respected figures were missing : Professor Briscoe, the Hon. Treasurer, who died after a short illness three days before the Executive met, and Dr. Bell, one of our Vice-Presidents, who has left university service for industry.

**Salaries.** A letter is to be sent to the UGC, reminding it that the AUT departed from its proper machinery in order to help the UGC to make salary recommendations to the Chancellor in good time, and stressing that, since the salary award is caught in the "wage pause", our members will have real cause for disappointment and resentment. Interested MPs are to be contacted in November and Local Associations will receive a document upon which to base an approach to local MPs.

**Efficiency bar.** The working of the "bar" in the Lecturer's scale was examined. Although the general position is not as yet disturbing, Local Associations will be asked to take local action, where necessary, to reduce the wide variations in the figure at which the "bar" is fixed. In December, the Executive will try to formulate a policy on the appropriate procedure (including a right of appeal) to be adopted by an Institution wishing to hold a Lecturer at the "bar".

**Extra-curricular fees.** The Executive would regard a 10 guinea fee as reasonable. For single lectures, it thinks the minimum acceptable fee is 5 guineas plus travelling expenses.

**AUT subscription.** A proposal to increase the subscription will be circulated. No final decision will be taken before May 1962, but there will be a general discussion at the December Council.

**Superannuation : Choice of scheme.** It seems that FSSU with guaranteed supplementation will be the universities' choice, but the Executive endorses the recommendation of the VCs' Committee that the position be kept under review and the matter seriously re-considered after not more than 5 years.

**Superannuation : Supplementation.** The VCs' Committee has reiterated its view that a member who leaves university service after age 60 but before the official retirement age does not retire but resigns and hence has no claim as of *right* to supplementation. Individual

universities are not bound by the view of the VCs' Committee and Local Associations should use their influence to ensure that their own Institution adopts a liberal interpretation of the word 'retire'. Meanwhile, the Executive will inform the VCs' Committee that, though their interpretation of the position is strictly accurate in law, it is contrary to the spirit of the Hale Report. MPs will be informed of the position and their help sought.

**CAT membership of the AUT.** The admission of the teaching staffs of CATs to full membership of the AUT was accepted. CATs would, however, be advised that, unless enough members and Institutions wished the AUT to represent them in salary negotiations, it might be better for them to think in terms of Attached Membership. In case enough wish to form Local Associations the Executive will prepare for Council any constitutional changes (possibly along the lines of the Scottish AUT) which may be needed to protect the special interests of CATs and of universities.

**Future of the *Review*.** Various alternatives to the present *Review* (with an indication of the costs involved) will be sent to Local Associations for discussion before the December Council.

**Chair appointments in the new universities.** The desirability of advertisement and of a properly constituted advisory committee for each Chair was considered, and recommendations will be sent to the new universities.

**Recruitment.** A recruiting drive is taking place this term and about 4,500 university teachers will have been approached : existing members are asked to support the campaign by personal approaches to non-members.

H.19, October 1961.

## Association of University Teachers

### SUPERANNUATION SUPPLEMENTATION

The attention of members is drawn to an unwelcome development over supplementation of F.S.S.U. The Hale Report noted that under F.S.S.U., though the majority of retirements occurred at age 65, a member could retire at age 60. It also recommended that the member should have his supplementation as of right if he retired at or after the minimum retiring age. The U.G.C., when introducing the new scheme, stated: "The scheme shall be applied as of right to any person who on or after 1st April 1960 retires at the age of 60 or over from full-time service . . . etc."

It was generally assumed by the Association that this gave the member the right to supplementation if he decided to retire at a point of his choosing from the age of 60 onwards. The Committee of Vice-Chancellors has twice considered the question and has affirmed its interpretation that, if a member leaves the service of a university institution before the official retiring age (which varies from 62 in London to 70 in some other universities), the institution may, at its discretion, regard him as having *resigned*, in which case he would lose his *right* to supplementation. There are various circumstances in which a member may wish to leave before he is obliged to do so and, while some, e.g. ill-health, would probably be accepted as genuine *retirement*, there are many others which an institution, on this interpretation, might well decide to regard as resignation.

Several points arise which you may wish to consider: —

1. The ruling of the Committee of Vice-Chancellors does not bind any university and should not be allowed to do so by default. Individual institutions should be pressed to interpret the U.G.C. statement as liberally as possible.
2. If you are in an institution which has a high retiring age and wish to retire before that age, it does not follow that what seems to you an adequate reason will be so regarded by the authorities of your institution and you may find yourself deprived of supplementation. Only a clear ruling by your institution can clarify your future pension position.
3. The interpretation put upon the scheme by the Committee of Vice-Chancellors is strictly accurate in law but we regard it as contrary to the spirit of the Hale Report and contrary to members' expectations.
4. The A.U.T. will later be taking the matter up with M.P.s but it does not seem very likely that the Government will interfere to make earlier retirement easier.