

UNIVERSITY OF WARWICK

ASSEMBLY

Minutes of the meeting held on Tuesday 21 December 2010

- Present: Vice-Chancellor (in the chair), Dr S Adelman, Dr D Arnott, Mr J Bailey, Mr J Baldwin, Professor R Ball, Mr G Bennett, Ms J Biddle, Dr C Blackburn, Dr C Bourne, Mr R Boxall, Ms C Bradford, Professor J Branke, Mr P Bridger, Dr S Bridgewater, Dr H Brown, Mr P Brown, Dr C Browning, Mrs Y Budden, Professor P Burnell, Professor K Butcher, Dr J Carroll, Professor N Charles, Mr M Clark, Ms N Cockcroft, Ms C Combelas, Ms R Cooper, Professor P Corvi, Dr A Danieli, Dr J Davies, Dr J Davies, Dr D Dean, Dr A Dolan, Mrs L du Plessis, Mr P Dunn, Mr D Edie, Miss D Edwards, Professor P Edwards, Mrs R Ellison, Professor D Firth, Dr A-C Frandsen, Miss T Gadd, Mr A Gamble, Dr J Gilmore, Mrs R Goldsby, Dr C Goldschmidt, Mrs K-L Gorman, Dr P Gould, Ms K Gray, Dr A-M Greene, Dr L Guyver, Mr M Hall, Mr V Hammersley, Mr S Harper, Mrs T Harrison, Professor G Hartshorne, Professor N Hewlett, Ms S Hicks, Professor L Hill, Mr N Hillard, Mrs J Hodge, Ms J Horsburgh, Mr R Howard, Professor C Hughes, Mrs H Ireland, Dr S Ireland, Mrs A Jackson, Mrs S Johnson, Dr S Kalvala, Dr D Katz, Professor W Kendall, Ms D Kennedy, Professor K Lamberts, Dr N Lawrence, Mr A Lawry, Professor D Leech, Dr X Lemaire, Dr K Leppard, Miss N Lindsell, Dr D Lines, Dr A Manning, Dr A Marsh, Dr P Martini, Professor E Maylor, Mr S McClenaghan, Mrs G Mills, Professor D Mond, Mr P Moore, Dr S Neill, Dr D Nicolini, Dr D Owen, Ms N Owen, Dr R Packwood, Dr E Page, Mr R Parker, Mr D Persaud, Dr A Popov, Mr M Potter, Dr N Pratt, Mr G Price, Mrs P Price, Dr T Price, Dr K Purdy, Dr R Reed, Dr M Richardson, Mrs H Riley, Professor J Robinson, Mr P Robinson, Professor A Rodger, Professor PM Rodger, Professor R Roemer, Dr D Roper, Miss J Rowe, Mr G Sault, Miss S Shute, Mr S Silver, Mr D Sin Fai Lam, Mr A Smith, Professor J Smith, Professor M Smith, Mr M Stacey, Dr E Tarantino, Professor M Taylor, Mr A Thomas, Mr J Todd, Dr K Wadia, Mr S Walker, Dr M Wall, Ms Y Wang, Dr J Warren, Mr I Williamson, Mr D Wilson, Professor D Wilson, Mr P Wilson, Mr D Wright, Mr M Wright.
- Apologies: Dr C Achinger, Ms T Ap Sion, Professor G Challis, Ms V Cooke, Professor C Crouch, Mr H Davis, Dr J Donaghey, Mr R Donovan, Professor E Dowler, Dr T Evans, Professor M Freely, Mr J Fletcher, Professor R Freedman, Professor M Gardiner, Dr J Goodall, Dr C Hampson, Professor D Hardiman, Dr A Jackson, Dr M Levy, Mrs M MacCallum, Professor P Marginson, Miss C McDonald, Dr J Mercer, Mrs S Neal, Dr D Orrells, Mrs A Packwood, Dr R Packwood, Professor M Parker, Dr P Prescott, Professor P Ratcliffe, Dr B Richardson, Dr S Richardson, Ms A Roxburgh, Dr H Schmitz, Professor A Szczepura, Mr A Taylor, Dr M Turner, Ms C White
- In attendance: Ms S Frost, Mrs P Hewitt, Mr H Jaidin, Ms B Joseph, Mr G Magan, Mr A Poole, Mr P Rushton

01/10-11 Confirmation of Quoracy

REPORTED:

That the meeting of the Assembly was quorate based on the numbers of members of staff present, noting that all members of University staff eligible to participate in the USS consultation had been invited to the meeting.

02/10-11 Chair's Business

REPORTED:

- (a) That the minutes of the meeting of the Assembly would be submitted to the USS as an element of the University's response to the consultation.
- (b) That the motion had been circulated in advance to all members.

03/10-11 Standing Orders of the Assembly

REPORTED (by the Registrar):

- (a) That, as reported in the minutes of the Assembly held on 2 June 1999, it had been resolved by the Assembly that its regular meetings would be discontinued from 1999/00, and the relevant changes to the University Charter and Statutes had been approved by the Privy Council in 1999.
- (b) That the Standing Orders of the Assembly as set out in the University Calendar had been redrafted in 2001/02 to reflect the changes approved by the Privy Council but had not yet been formally approved by the Assembly.
- (c) That further changes would need to be made to the Standing Orders to reflect developments since 2001/02.
- (d) That the Assembly was not a decision-making body and thus any motion approved by the Assembly would be recommended for consideration by the University Council at its meeting of 17 February 2011.
- (e) That the Chair and Secretary had extended the invitation to the Assembly meeting for all employees who currently contribute to the USS or who are eligible for USS membership.

CONSIDERED:

A motion that Standing Orders of the Assembly as set out in Section 2.5 of the University Calendar (Paper A1/10-11) be approved, proposed by the Registrar and seconded by Professor R Ball.

RECOMMENDED (to the Senate):

That the Standing Orders of the Assembly as set out in Section 2.5 of the University Calendar (Paper A1/10-11) be approved.

(a) Consultation on Proposed Changes to the Universities Superannuation Scheme

CONSIDERED:

A motion to the Assembly regarding the consultation on proposed changes to the Universities Superannuation Scheme (Paper A2/10-11), proposed by Professor D Leech and seconded by Dr J Davies.

REPORTED:

- (i) That concerns were expressed by members that insufficient information had been provided to enable staff to make an informed decision on the proposals and that, given the potential impact on individuals' pension schemes, a wider range of options and more detailed information was required.
- (ii) That a ballot of members of the USS on the options for reviewing the scheme would allow members to have a greater influence on the future of their pension scheme than the current consultation process and a response based on an outcome of a ballot would have greater weight than individual responses.
- (iii) That there was a particular concern with the proposals relating to the impact of career breaks from employment in HEIs on pension entitlement although it was noted that the USS had issued a further clarification statement on the consultation website which reflected an intention to allow for some exceptions.
- (iv) That the USS had previously been marginally in surplus in 2008 at its last valuation and that it was by no means certain that it would be in deficit in the upcoming triennial valuation in 2011; it being also noted that the interim funding position in March 2010 showed an historic funding level deficit of £17bn with a technical provisions deficit of £3bn.
- (v) That the USS consultation process, and the University's contribution to that process, was in excess of the statutory requirements on consultation.
- (vi) That there was no scope within the USS governance procedures which allowed for a ballot of all members; it being noted that the due governance process was through the USS JNC upon which both the employers and Trade Unions were represented in equal measure.
- (vii) That the University had undertaken an Equality Impact Assessment of the proposals, which had been sent to the Trade Unions and had been considered by the Steering Committee.
- (viii) That the University's response to the consultation would consist of notes of consultation meetings with Trade Unions and open information briefings held with staff, individual staff responses,

minutes of the meeting of Assembly and any other relevant correspondence.

- (ix) That having considered the feedback received the University's position as an Employer remained supportive of maintaining sustainable, affordable and attractive pension provision for the sector and that the University noted the risks to the USS such as increasing longevity and cost, and remained concerned to ensure that such risks can be appropriately mitigated.

(b) Amendment to the Motion

CONSIDERED:

An amendment to the motion (Paper A3.10-11, tabled at the meeting), proposed by Dr A-M Greene and seconded by Professor J Robinson, noting that the amendment was opposed by Professor R Ball on the grounds that this represented only a statement of opposition to the USS proposal, whereas the original motion had requested a ballot based on a choice between two proposals.

RESOLVED:

That the amendment to the motion as set out below and in Paper A3/10-11 be approved for consideration by Assembly with the following votes cast:

In favour:	113
Against:	24
Abstentions:	6

RECOMMENDED (to the Council):

That the motion as set out in Paper A2/10-11 and below, amended as set out in Paper A3/10-11, be approved, with the following votes cast:

In favour:	117
Against:	19
Abstentions:	7

Motion to the Assembly as set out in Paper A2/10-11

'The Assembly notes that the University as an employer has a statutory obligation to consult affected employees on the changes that have been proposed to the Universities Superannuation Scheme (USS). Believing that consultation, if it is to be meaningful, must seek the views of those consulted when the latter have been provided with all the information necessary for them to make an informed response, the Assembly requests that the University will:

- 1. publish to all affected employees the alternative proposals for changes to USS put forward by the EPF and by UCU, together with supporting arguments for each, recognising that*

independent actuarial advice recognises that both proposals adequately deal with USS Fund sustainability;

2. conduct a consultative ballot, without recommendation, on those alternative proposals;

3. publish the result of the ballot to scheme members within the University;

4. send the ballot result to USS as the principal local response to the statutory consultation exercise; and

5. ensure all members of USS are able to engage in the process and that their comments are fully reflected in the institution's response to USS and that the University response is entirely consistent with the result of such a ballot.'

Amendment to the Motion as set out in Paper A3/10-11

'In view of the fact that it is now too late to hold a consultative ballot before the formal consultation period ends on 22nd December, the Assembly of the University of Warwick wishes to record its disapproval of the proposed changes to the USS pension scheme, believing them to be unnecessary, detrimental to members, damaging to the long term viability of the scheme itself and harmful to the interests of higher education in the UK. We ask that this motion and the voting figures thereon be included in the University's response to the consultation exercise.'

(Note: it was noted following the meeting that five individuals who were present and voted were not eligible to attend and so, therefore, vote either as members of the Assembly or as eligible staff for the USS consultation. As no record was made of the way in which these staff voted, no adjustment has been made to the record.)

JFB/KG
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