Ten-to-One Pay Ratio

POLICY RESPONSIBILITY: SU President
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The Students’ Union notes:

1. The Vice Chancellor’s salary significantly exceeds the ten-to-one pay ratio.
2. This is despite the fact that a number of staff do not receive the living wage.
3. Institutional pay disparity has led to strikes, direct action, and damage to staff morale, all of which are disruptive to the student experience.

The Students’ Union believes:

1. Universities are communities in which all students, academics and workers contribute to the financial success and sustainability of the institution – not just the vice-chancellor and senior managers.
2. That the highest-paid members of the University of Sheffield should not be earning salaries which are more than ten times the salaries which the lowest-paid members are earning.

The Students’ Union resolves to:

1. Lobby the University for a ten-to-one Pay Ratio for permanent salaried staff and equivalent for non-permanent staff.
2. Lobby high-paid University employees to reject pay increases which would exceed ten times the lowest salary the University pays.
3. Lobby for a Living Wage or better for all University and Students’ Union workers.

POLICY HISTORY:
The original policy was passed by Students’ Union Council in May 2014. The above amended version was approved in May 2017.

This policy is next due for review in November 2019.