



## Motion to raise the Salary of TLSU President

### Current compensation

The Role of TLSU president is compensated by a salary of £24,000 P/a before tax at the cost of TLSU, and a matched pension scheme of 3% (3% is taken from my pay cheque, 3% is contributed by TLSU) \*

### Requirements

The contract calls for 35 hours per week, year round, with 28 days of annual leave.

The suggested hours for this are Monday to Friday, 9am until 5pm with a statutory lunch break. However the president is expected to sit on multiple boards and committees whos meeting can start as early as 9am (requiring them to be in the building at 8.30) or run as late as 8pm, or to attend and manage events which regularly run until 10.00pm, and during Freshers week can run to 2am or later.

This means that the President is regularly expected to be back in the building before the legally required 11 hours rest period between "shifts" is up.

This role does not include overtime pay, but opts for Time off in Lieu (ToiL) however the contract specifies that the president may only take these hours back if it "doesn't interfere with the duties of the president"

The Pension scheme means a reduction in the very minimal budget of TLSU and so I and many other presidents have opted out for the purposes of easing our jobs. If the president opts into the pension scheme the cost of a president to TLSU is actually 24,720

After working up 40+ hours of ToiL in August I carefully tracked my hours from September - December. These hours are calculated with any breaks removed from working hours. This is due to the workload regularly resulting in no time for a lunch break. This does not adhere to legal requirements.

The details are available below, but to summarise, I have worked nearly 200 hours ToiL(over prescribed hours) since beginning the role, and had 1 lunch break every 4 days.

There has been historic undervaluing of the SU president from a TL perspective.

The Lowest band of pay for a full time member for staff at TL is £26,836 p/a however the role of TLSU president is salaried a full 2,836 less. This also includes the benefit of the choice to opt into a pension without a sizeable percentage of the teams budget being diminished, thus making the job harder. Currently the role is longer hours, less perks, and lower pay both P/a and P/h.

### Proposal

- Update the presidential contract to closer reflect the actual working hours (40p/w)
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- Discuss whether the presidential salary should be paid by TL making them a full time TL staff member
  - If TLSU is responsible for the presidential salary, the salary should be raised to match TL’s minimum full time salary
  - If students agree that the presidential salary should be from the budget of TL not TLSU, then TLSU will raise a motion to the Board of Governors applying for this to be changed.

### The previous presidents raise

Last year the TLSU President received a raise from £19,993.11 P/a to £24,000 and a recognised working hour increase from 30 hours per week to 35. Assuming a 35 hour minimum working week, and a London Living wage, this payment should have been a minimum of 22,092 p/a anyway.

Knowing the ToiL that my predecessor built up working roughly 45 hours a week, and was not compensated for, the legal requirement would have been to pay her at least £22,507 p/a anyway, making the previous rate of pay illegal.

### Records of presidential hours, lunch breaks, and ToiL

Month	Amount of Days meant to be worked that month.	amount of times I’ve taken a lunch break	ToiL hours (that month)	ToiL (accumulative)
August	-	-	40 (lower estimate)	40
September	20	3	92.25 hours	132.25
October	17	10	34.75 hours	167
November	19	6	17.5 hours	184.5
December	15	4	14 hours	198.5

(These figures are built from assuming 48 weeks a year of work to factor in the 28 days of annual leave included in the role)

### This averages out to;

71 days worked from September to December

According to my contract this *should equal 497 hours of work.*

According to my spreadsheet this *actually equals 655.5 hours of work.*

**This equates to working 9.23 hours without a break per day I have worked.**

My spreadsheet shows that I have worked over an extra weeks worth of hours per month since August.

**Wage calculations**

My current wage is £2,000 PCM Before tax

**If I was paid hourly;**

Current London Minimum Wage (£10.42 p/h)	£1,849.55
London Minimum wage after increase on 1st April (£11.44)	£2,030.60
London Living Wage (£13.15)	£2,334.13

(Working 9.25 hours entitles the worker to 45 minutes of paid break, so according to workload this takes the working day to 10 hours per day.  
These figures are based on 10 hour days)

*This table is based on the average days I worked per month (17.75)*

*39.7 hours extra worked per month (which is over a weeks worth of work)*