

STUDENTS' UNION, BATH SPA UNIVERSITY COLLEGE

TO: Board of Governors

FROM: Students' Union President

DATE: 1.6.99

SUBJECT: S.U. Budget 1999/2000

1. PURPOSE:

To agree the level of block grant payable to the Students' Union for 1999/2000.

2. BACKGROUND

2.1 The Students' Union is a free-standing organisation which has its own accounting structures, bank account, administrative staff and sabbatical officers. It derives some of its income from its commercial activities including 2 bars, and a shop. The balance of its income is paid as a block grant by the college. In 1998/99 this grant amounted to £86,500.

2.2 The Students' Union submits a budget proposal each year to the Board of Governors in support of their request for block grant funding.

2.3 Attached to this paper is the 1999/2000 submission from the President of the Students' Union which incorporates:

- financial data, including the Students' Union projected income and expenditure for 1998/99 and budget proposals for 1999/2000.
- review of operations in 1998/99
- operating statements for 1999/2000

3. 1999/2000 BUDGET AND BLOCK GRANT REQUEST

The submission has been discussed with the Director of Finance and Commercial Activities. The Board of Governors will note that:

3.1 The block grant requested in support of the Students' Union activities in 1999/2000 includes an allowance for inflation of 3.5% on the salary element of the 1998/99 figure and a 1% increase on all other expenditure.

3.2 The Students' Union request that a provisional sum of £1,500 be set aside for the hire of sports pitches should college facilities be unavailable due to capital works. This is in addition to the budget request.

4. RECOMMENDATION

That the Board of Governors approves a block grant of £88,892 to support the Students' Union activities for 1999/2000.

STUDENTS' UNION
 BATH SPA UNIVERSITY COLLEGE
 BLOCK GRANT REQUEST 1999/2000

	NOTE	BUDGET 97/8	BUDGET 98/9	EST. FIGS. 98/9	BUDGET 99/00
INCOME					
GRANT	1	83,967	86,500	86,500	88,892
BAR PROFITS	2	13,000	15,000	20,000	20,000
SHOP PROFITS		1,000	1,500	2,000	2,000
GAMES/VENDING M/Cs		6,500	5,000	5,000	5,000
INVESTMENT INCOME		900	1,114	1,500	1,300
PAYPHONE/PHONECARDS		2,000	2,000	2,600	2,500
MISCELLANEOUS:					
ISIC CARDS		70	100	50	50
BUS PASSES		0	0	3,500	3,500
TOTAL		107,437	111,214	121,150	118,247

STUDENTS' UNION
BATH SPA UNIVERSITY COLLEGE
BLOCK GRANT REQUEST 1999/2000

	NOTE	BUDGET 97/8	BUDGET 98/9	EST. FIGS. 98/9	BUDGET 99/00
EXPENDITURE					
CENTRAL ADMINISTRATION		42,435	40,429	34,612	36,784
FINANCIAL ADMINISTRATION		16,625	16,589	16,083	17,076
MEDIA & COMMS.		3,153	2,437	2,373	2,725
REPRESENTATION		11,700	11,800	10,918	11,250
ENTERTAINMENTS		7,458	6,911	7,026	5,350
WELFARE & CAMPAIGNS		8,567	8,974	8,128	11,500
UNION ACTIVITY		1,150	1,200	1,125	1,400
SUPPORT SERVICES		450	800	1,219	1,000
EDUCATION & RESEARCH		2,932	3,010	2,725	3,400
EQUAL OPPORTUNITIES		800	670	620	710
SPORTS		6,993	6,637	5,300	6,420
CLUBS & SOCIETIES		503	787	1,698	2,150
MINIBUSES		10,480	10,970	9,726	9,675
TOTAL		113,246	111,214	100,553	109,440
SURPLUS/DEFICIT		-5,809	0	20,597	8,807

STUDENTS' UNION
BATH SPA UNIVERSITY COLLEGE
BLOCK GRANT REQUEST 1999/2000

	NOTE	BUDGET 97/8	BUDGET 98/9	EST. FIGS. 98/9	BUDGET 99/00
CENTRAL ADMINISTRATION					
STAFF SALARIES	3	25,803	26,512	23,861	26,384
SABBATICAL SALARIES	4	2,832	2,910	2,625	3,300
INSURANCE		2,700	2,300	2,262	2,300
EQUIPMENT/FURNITURE	5	2,000	500	1,340	500
- MAINTENANCE & REPAIRS		200	200	334	200
- DEPRECIATION		1,500	1,000	500	500
COMPUTER EQUIPMENT		2,500	2,000	1,091	1,000
- MAINTENANCE & REPAIRS		100	0	0	0
- DEPRECIATION		2,000	2,500	200	200
STAFF TRAINING		500	500	173	200
TELEPHONE/FAX		1,300	1,000	1,077	1,100
PRINTING/STATIONERY/PHOTOCOPY		650	657	700	700
POSTAGE		350	350	449	400
TOTAL		42,435	40,429	34,612	36,784
FINANCIAL ADMINISTRATION					
STAFF SALARIES		10,393	10,679	10,701	11,076
SABBATICAL SALARIES		2,832	2,910	2,625	3,300
AUDIT FEES		2,500	2,000	1,807	2,000
BANK CHARGES		900	1,000	950	700
TOTAL		16,625	16,589	16,083	17,076
MEDIA & COMMUNICATIONS					
SABBATICAL SALARY		1,253	1,287	1,148	1,650
DEP. DESK TOP PUBLISHER		300	200	200	0
FRESHERS GUIDE		800	50	50	50
NEWSLETTER	6	550	600	700	700
PUBLICITY & PROMOTIONS		200	200	200	250
ELECTION GUIDE		50	100	75	75
TOTAL		3,153	2,437	2,373	2,725

STUDENTS' UNION
BATH SPA UNIVERSITY COLLEGE
BLOCK GRANT REQUEST 1999/2000

	NOTE	BUDGET 97/8	BUDGET 98/9	EST. FIGS. 98/9	BUDGET 99/00
REPRESENTATION					
NUS AFFILIATION		9,000	9,000	9,000	9,000
SUSOC AFFILIATION		200	200	210	250
S.W. AREA		2,000	2,000	1,208	1,500
CONFERENCE EXPS. FOR ABOVE		500	600	500	500
TOTAL		11,700	11,800	10,918	11,250
ENTERTAINMENTS					
SABBATICAL SALARY		3,758	3,861	3,445	4,950
FRESHERS	7	1,000	750	3,981	1,000
SUMMER BALL/MARQUEE PARTY		-1,000	-1,000	0	-1,000
GENERAL ENTERTAINMENT		1,500	1,400	-2,000	-1,000
PERFORMING RIGHTS SOCIETY		1,300	1,400	1,400	1,400
EQUIPMENT:					
DEPRECIATION		900	500	200	
TOTAL		7,458	6,911	7,026	5,350
WELFARE & CAMPAIGNS					
SABBATICAL SALARY		7,517	7,724	6,891	9,900
CAMPAIGNS		350	500	487	500
TELEPHONE		450	500	550	550
LEAFLETS/INFORMATION SHEETS		250	250	200	250
NACAB	8	0	0	0	300
TOTAL		8,567	8,974	8,128	11,500
UNION ACTIVITY					
EXPENSES		200	200	150	200
EXECUTIVE TRAINING		600	600	600	800
NON-EXECUTIVE TRAINING		300	300	275	300
ELECTIONS		50	100	100	100
TOTAL		1,150	1,200	1,125	1,400
SUPPORT SERVICES					
MOBILE PHONES	9	450	800	1,219	1,000
TOTAL		450	800	1,219	1,000

STUDENTS' UNION
BATH SPA UNIVERSITY COLLEGE
BLOCK GRANT REQUEST 1999/2000

	NOTE	BUDGET 97/8	BUDGET 98/9	EST. FIGS. 98/9	BUDGET 99/00
EDUCATION & RESEARCH					
SABBATICAL SALARY		2,832	2,910	2,625	3,300
EDUCATION		50	50	50	50
DEVELOPMENT		50	50	50	50
TOTAL		2,932	3,010	2,725	3,400
EQUAL OPPORTUNITIES					
OVERSEAS		25	20	20	20
MATURE STUDENTS		50	30	30	30
LESBIAN/GAY/BISEXUAL		50	50	50	50
WOMENS		25	30	30	50
ENVIRONMENTAL		25	20	20	30
DISABLED		25	20	20	30
TRAINING/CONFERENCE/INFO. EXPS		600	500	450	500
TOTAL		800	670	620	710
SPORTS					
SABBATICAL SALARY		1,253	1,287	1,148	1,650
AFFILIATIONS		50	250	105	120
LAUNDRY		140	150	30	100
CONFERENCE		50	50	0	50
FIRST AID		50	200	199	200
KITS	10	2,000	500	1,532	1,000
INSURANCE		150	150	279	300
PITCH HIRE/REFEREES	11	500	1,000	336	1,500
TRANSPORT		1,000	1,500	950	1,000
SPECIAL EQUIPMENT		1,500	1,000	346	200
COACHING			250	75	
ADMINISTRATION		300	300	300	300
TOTAL		6,993	6,637	5,300	6,420
CLUBS & SOCIETIES					
SABBATICAL SALARY		1,253	1,287	1,148	1,650
GENERAL EXPENSES		-750	-500	550	500
TOTAL		503	787	1,698	2,150

STUDENTS' UNION
 BATH SPA UNIVERSITY COLLEGE
 BLOCK GRANT REQUEST 1999/2000

	NOTE	BUDGET 97/8	BUDGET 98/9	EST. FIGS. 98/9	BUDGET 99/00
MINIBUSES					
TAX		280	300	300	300
INSURANCE		1,500	2,000	1,755	1,800
FUEL		2,000	2,000	1,700	1,500
TESTS		500	500	300	400
REPAIRS & MAINTENANCE		2,000	2,000	1,500	1,500
AUTOMOBILE ASSOCIATION		200	170	171	175
DEPRECIATION		4,000	4,000	4,000	4,000
TOTAL		10,480	10,970	9,726	9,675

NOTES TO THE BUDGET/BLOCK GRANT REQUEST FOR 1999/2000

1. The figure set for the Students' Union grant for 1999/2000 is £88,892. The 1998/99 Budget figure included provision for administrative post at Sion Hill which was successfully filled in October.
2. Bar profits have increased this year with the new facility at Sion Hill. This money will be used to upgrade facilities and purchase a new minibus.
3. The employment of a part-time assistant at Sion Hill has proved successful and it is intended to increase the hours worked from 20 to 30 hours per week. It is essential that when problems or queries arise in the Union at Sion Hill, that a member of staff is in attendance.
4. The Sabbatical salary of £7,500 per annum has been static for many years. This is not a viable incentive to attract the right calibre of applicants for the posts. It is therefore proposed that a salary of £9,000 per annum be implemented for 1999/2000, the extra costs will be covered by making savings in other areas.
5. The excess expenditure was for furnishing the new office at Sion Hill, financed by forfeiting an extra computer required by the Newton Park Office.
6. The newsletter is an essential tool for informing students on a weekly basis about Students' Union activities and news. It is also used by some college departments to pass on information effectively to students.
7. Freshers' fortnight proved to be very costly. The new intake of students this year, with the added burden of tuition fees, have proved to be more discerning as to how they spend their money. We provided two weeks of non-stop entertainment the cost of which together with the cost of transporting students from Sion Hill to Newton Park are normally met by the income received. The Union has decided that for the year 1999/2000 the Freshers activities will be reduced to one week of quality activities.
8. The NACAB system is a computer programme giving up-to-date information on all welfare issues.
9. The mobile phones used by the sabbaticals are expensive. A new system is being investigated.
10. The Union lost a sponsor for the rugby kits this year but we have secured minor sponsorship for the forthcoming year.
11. Capital works on the sports fields at Newton Park will most probably necessitate costs for pitch hire next season for the rugby and football teams. The estimate of cost has not been included in the budget request but the Union requests that these costs be refunded should they be incurred. The hockey teams have no suitable home venue as the redgras pitch is unsafe to play on and is currently used as a car park.
12. Societies continue to be active, some more than others. In particular, Dance and Equestrian have provided an excellent service but have been unable to cover their costs because of low memberships. For the coming year a new stringent budgetary control will be instigated.

OPERATING STATEMENT: RESPONSES TO PLAN 1998/99

STRATEGIC OBJECTIVE 1 : To promote equal opportunities throughout College.

To re-evaluate the nursery provision offered by college, to offer solutions to ensure that Students are able to make the most of this service.

Not achieved

To ensure that disabled access, as exists at present, is not further hindered by any future development

This remains in the forefront of the Students' Unions aims and objectives. Disabled access is vital and the Students' Union have recognised this and are fund-raising and negotiating for access to the S.U. Bar. The S.U. made vital contributions in completing the project to install a chair lift between Newton Park library and the refectory.

To actively encourage disabled participation in societies.

The Students' Union operates an active equal opportunities policy as do all its societies. Disabled participation is welcomed.

To look at the possibility of ensuring that disabled students have access to Students' Union transport and that any new transport acknowledges the difficulties that these students are faced with.

Changes to the existing transport would be too costly. However, the Students' Union will need to purchase a new minibus next year so this issue can be followed up in more detail them.

STRATEGIC OBJECTIVE 2: To improve communications produced by the S.U.

To update the role of communications officer to involve them heavily in the production of media produced by the Students' Union.

With the employment of a new member of staff at Sion Hill, the main production of the weekly newsletter now takes place there. The communications officer this year has developed into a role creating Students' Union advertising for events and distributing posters and newsletters.

To produce a new monthly magazine, and use this medium to:

- i. increase interest within the student body in the S.U.
- ii. attract local/national companies to advertise in this magazine.

The S.U. has developed its newsletter into a four page weekly production. The magazine society, supported by the S.U., has developed a publication which will be launched in September.

To investigate ways in which Boomerang Media postcards can be used to communicate with the student body, accepting that effective cards have/should be designed outside of the Union and these costs should be covered by the revenue paid to the S.U. by Boomerang Media.

The S.U. has developed whinge postcards for students to communicate comments, ideas and suggestions. The postcards will also be used to advertise the Summer Ball.

To ensure that the S.U. makes the best use possible of the Internet to communicate with the student body.

The S.U. is in the process of developing its own website.

To use the internet space already allocated to the S.U. to communicate/advertise to potential/existing/past students.

This will be addressed when the website is launched.

To ensure that the best use is made internally, of the e-mail system.

The e-mail system is well used and relied upon.

STRATEGIC OBJECTIVE 3: To extend and improve the representation of students at all levels.

To look at ways in which students can be encouraged to take part in the faculty/course representative system.

Not achieved.

To continue to participate in the NUS Reform Group (NRG) in order to best represent Bath Spa U.C. students in all aspects of the NUS, including BUSA and Stadia.

The NUS reform group was successful in getting a motion on reform passed at National Conference this year.

To continue to work closely with other local H.E. and F.E. institutions

Communication and contact with other H.E. and F.E. institutions is vital to the success of B.S.U.C. S.U. and has developed and grown successfully over the past year through meetings and liaisons with officers from other Students' Union.

To compare the appeals procedure operated by Bath Spa U.C. with that of other institutions and to offer advice on procedures where necessary.

Not achieved

STRATEGIC OBJECTIVE 4: To improve on environmental issues.

To undertake complete environmental audit of all Students' Union services.

The Union has a clear and concise environmental policy and recycles cardboard, paper and glass at both sites. The Union does all it can where economically possible to reduce the environmental impact from the S.U. An official audit has not taken place.

To continue to work with the Environmental Advisory Group (EAG) to look at ways in which college and the Students' Union can improve on its environmental record.

Work done by the environmental officer.

To look at ways in which the recycling facilities at both sites can be greater utilised and improved.

Recycling facilities can only be used more if students are aware of the facilities. This was focussed upon in the S.U.'s environment week - "Green Week".

STRATEGIC OBJECTIVE 5: To improve the provision of Welfare education provided by College And the Students' Union.

To develop and encourage stronger links between all welfare departments, including accommodation in order to ensure comprehensive welfare provision is offered to all Bath Spa U.C. students.

The S.U. has good links with both the college Accommodation and Welfare offices this year and has worked together on various projects.

To promote the development of key skills for all students, whether through involvement in the S.U. or other voluntary work outside of college.

The S.U. has promoted key skills heavily this year through its Wednesday afternoons free campaign. We have focussed on and advertised the benefit of skills gained through sport, voluntary work and community action.

To ensure that awareness weeks continue to be relevant to Bath Spa U.C. students.

This year awareness weeks have been coordinated in direct view to BSUC students' needs and hence have been very successful.

To continue to work with the careers department and to work on such projects as establishing a Jobshop in order to help students find temporary work or to find voluntary work which may help them to find employment in their chosen field.

The S.U. continued its good links with the Careers Service this year. A Jobshop has been set up by the college but neither the Careers Service nor the S.U. has been involved. However, the Careers Department now has notice board space in the Union foyer.

To look at joint membership, along with the Careers Department of Stadia in order to further student development.

Good contact links have been made and developed with Stadia this year with regard to student development. Membership should be considered this year.

STRATEGIC OBJECTIVE 6: To promote participation in sports and societies at Bath Spa UC.

To continue to promote the facilities and sporting events at Newton Park for the local community and other institutions.

The S.U. does not feel confident in promoting sporting facilities at Newton Park in light of their poor quality. However, sporting events such as charity football matches and the rugby 7's tournament have been promoted and been extremely successful.

To continue to work with College to look at ways of improving sporting facilities at Bath Spa UC and to encourage College in the strongest possible manner to undertake such improvements.

Improvements to the sports fields will begin in May 1999 in conjunction with a National Heritage development scheme.

To maintain the very successful 'open door' policy in order to increase participation in all sporting events.

The 'open door' policy remains central to sports participation and the S.U. policy.

To encourage college to work towards a goal of freeing up Wednesday afternoons, in order that students can undertake non-academic, non-curricular activities.

Progress has been made in this area this year. The S.U. conducted a survey of students and staff regarding this issue. Negotiations have taken place with the possibility of time-tabling only duplicated seminars on a Wednesday afternoon was discussed. This seems like a realistic possibility which will enable students to free up their own Wednesday afternoons if they so wish by transferring to an alternative seminar group.

To ensure that the Wednesday afternoon issue is not simply seen as a sporting issue – student development and the 'student experience' is far more than this. This issue was focused on in the 'Wednesday afternoon free campaign.'

STRATEGIC OBJECTIVE 7: To provide varied regular entertainments for all students at a reasonable Cost.

To continue to reduce the subsidy given to entertainments.

Entertainments are put on with the aim to cover costs with ticket price. The S.U. feels it to be unacceptable to make a loss on entertainments. The S.U. will always look to cover costs on ticket price.

To ensure the smooth running of the new facility at Sion Hill/Somerset Place.

The facilities at Sion Hill/Somerset Place are up and running but with restrictions on noise, bar extensions and opening times.

To provide entertainments at Somerset Place comparable to those at Newton Park ensuring that all are advertised effectively, making use of all student media and communication forms by the leisure services sabbatical.

Somerset Place entertainments cannot be comparable to Newton Park because of noise and bar restrictions and also the competition with the city attractions. The events held are different but are successful. Events are communicated as at Newton Park.

STRATEGIC OBJECTIVE 8: To develop the Students' Union Commercial Services to a level expected within the university sector.

To invest in the Somerset Place bar for the benefit of the students.

The S.U. now operates a fully functional bar at Sion Hill for the benefit of the students.

To ensure that the proposed Somerset Place S.U. shop is provided with enough storage space and possible expansion in years to come.

The proposed S.U. shop remains proposed.

Look at the possibility of advertising the Somerset Place shop to the local community.

N/A

Continue to work with college with the aim of gaining an adequate banking service ensuring that this gain does not threaten other services (space wise).

The S.U. was successful in a bid to Natwest to install a cash-point. The machine went live on 16th April, 1999.

To look at the possibility of opening the Newton Park shop on Saturdays.

This remains open for further investigation for next year but was not financially viable this year.

STRATEGIC OBJECTIVE 9: To improve the financial and general administration of the S.U.

To continue to develop the S.U. I.T. provision for all staff

S.U. Staff are I.T. literate and encouraged to take I.T. courses if necessary. Two members of staff have undergone I.T. training this year.

To ensure that the I.T. provision is used to link Somerset Place/Sion Hill more into the general running of the S.U.

I.T. at Somerset Place/Sion Hill is as good as at Newton Park and e-mail is used to link information to sites.

To look at the possibility of employing a Commercial Manager to oversee the development of all commercial outlets run by the S.U. including the establishment of a shop at Somerset Place.

The S.U. will be employing a Commercial Manager over the summer.

To continue to be open to ideas from all of the student body.

This is an on-going goal.

OPERATING STATEMENT: PLAN FOR 1999/2000

STRATEGIC OBJECTIVE 1: To promote equal opportunities throughout College.

- To evaluate the nursery provision offered by the college. To make suggestions and offer solutions as to how to improve and develop this service
- To continue the work done this year in gaining disabled access to buildings i.e. the S.U. bar. To continue fund-raising and present final quotes and proposal for the 'Beam me up' appeal.
- To ensure that disabled access to transport is acknowledged and investigated if the Union purchases a new minibus in 1999/2000.
- To ensure that the current equal opportunities policy is adhered to and reviewed this year.
- To encourage the College to increase the provision for students with special needs.

STRATEGIC OBJECTIVE 2: To improve communications produced by the S.U.

- To continue to improve upon the format and size of the weekly newsletter.
- To set up and promote a web site for the Union communicating its structure, officers, services and news. This should be maintained and updated termly.
- To strive to produce effective eye-catching promotional material in order to appeal to the majority of students and promote the Union.
- Promote the Union and its officers at the beginning of the year through photo boards and structured information.
- To support the magazine society in the launch of 'Indent' at the beginning of next academic year.

STRATEGIC OBJECTIVE 3: To extend and improve the representation of students at all levels.

- To provide the faculty rep. Officer positions in the elections and strive to fill the posts.
- Ensure that faculty reps. are members of faculty and course board committees.
- To involve mature students in the Students' Union more by focusing on their specific needs in order to represent them fully.
- To promote the purpose and usefulness of the S.U. within college circles to encourage S.U. consultation on matters affecting students i.e. tuition fee payment arrangements etc.
- To promote the grounds of appeal and appeal procedures at the relevant times of year.

STRATEGIC OBJECTIVE 4: To improve on environmental issues.

- To continue to work with the Environmental Advisory Group to look at ways in which college and the S.U. can improve on its' environmental record.
- To strive to adhere and implement the environmental policy of the Union passed in 1998-99.

STRATEGIC OBJECTIVE 5: To improve the provision of welfare education provided by College and the Students' Union.

- To continue to develop the links made with welfare departments this year in order to ensure comprehensive welfare provision is offered to all Bath Spa U.C. students.
- To continue to organise informative and relevant welfare campaigns and awareness weeks promoting welfare issues to Bath Spa U.C. students.
- To maintain good working relations with the Bath Spa U.C. careers department, helping to promote their services for students to students.
- To maintain a working 'Welfare Committee' which meets on a regular basis

STRATEGIC OBJECTIVE 6: To promote participation in sports and societies at Bath Spa U.C.

- To continue to work with and encourage college to improve sporting facilities at Bath Spa U.C., especially the hockey pitch.
- To continue the successful work done this year in enabling students to take part in student activities on Wednesday afternoons.
- To ensure that the Wednesday afternoon issue is not seen as simply a sporting one but that student development through team activities, voluntary work and society involvement is invaluable.
- To promote the college arrangement for moving from a seminar group to another if it is time-tabled on a Wednesday afternoon.
- To continue to support societies, both sporting and non-sporting, in their development and funding.
- To increase societies profile and hence participation through regular updates at activities and results in S.U. media.

STRATEGIC OBJECTIVE 7: To provide varied regular entertainments for all students at a reasonable cost.

- To look at purchasing a television with Sky/Cable facility for the S.H. bar.
- To investigate the possibility of gaining late licences and Sunday opening at Sion Hill campus bar and make a bid for this.
- To negotiate with college for investing in a bar refurbishment at Newton Park.

STRATEGIC OBJECTIVE 8: To develop the Students' Union Commercial Services to a level expected within the university sector.

- To employ a Commercial Services Manager to be responsible for the commercial activities of the Union i.e. bars, entertainments, shop promotions etc.
- To re-start negotiations for a S.U. shop based at Somerset Place and ensure that the proposed facility has enough space for storage and possible expansion in the future.
- To seriously look at the possibility of opening the shop over weekends and conferencing time over the summer.
- To seriously look at the possibility of opening the bar over conferencing time during the summer.

- To look at ways in which to attract students to the Somerset Place bar given the poor bar takings this year.
- Continue to update and develop advertising costs and charges with local clubs and businesses to increase revenue into the S.U.

STRATEGIC OBJECTIVE 9: To improve the financial and general administration of the S.U.

- To continue to ensure that the Union remains financially sound and spends money wisely and in the interests of its membership.
- To complete a full staff breakdown of job responsibility and pay scale with a view to introducing pay rises across the board.
- To ensure the S.U. facilitates budgetary prudence in all areas.