

Imperial College Union
Sabbatical Accommodation Policy – An Amendment
A proposal by the Deputy President (Finance & Services) Michael Foster
Seconded by the Deputy President (Education) Jason Parmar

Notes

1. That holder of sabbatical office (Sabbaticals) are expected to take a room in halls for the duration of their term, as laid out in the Sabbatical Accommodation Policy. The cost of the room is paid by the Union and is provided as an untaxed benefit-in-kind.
2. If a Sabbatical should wish to live out of halls, he or she must seek permission from Council. If granted, the Sabbatical is eligible to receive an honorarium equal to 75% of the average rents of price band D rooms, which is subject to tax. The DPFS and Felix Editor currently have permission to live out of halls, and are receiving this honorarium.
3. After tax, this honorarium is effectively reduced to 60% of the average rent of price band D rooms.
4. The cost of living in halls is higher than living in shared private accommodation.
5. That were the policy to be amended as laid out in the Appendix, the budget for 2011/12, as approved by the Executive Committee, has allowances for the increased outgoings.
6. This paper was discussed with members of the Executive Committee after the last Council. As a result, the issues are better understood, and there is now wide support for the amendment amongst the Executive.
7. The Trustee Board has final responsibility for approving the remuneration of Sabbatical Officers.

Believes

1. There is currently a rather large discrepancy between the remunerations of Sabbaticals in the same role. However, the Union should avoid taking any action that dissuades Sabbaticals from taking a room in halls.
2. That 75% of the average rent of price band D rooms is an appropriate level to pay, as this roughly equates to the difference between shared private accommodation and single en-suite rooms in halls.
3. Tax implications were not taken into account when passing the original policy. Therefore, the honorarium paid should be 75% after tax.
4. In order to fairly remunerate all Sabbaticals, the pre-tax honorarium should be raised to 93.75% of the average rent of price band D rooms before tax, so that the post-tax honorarium is 75%.

Resolves

1. To amend the original policy in order to provide a pre-tax honorarium of 93.75% of the average rent of price band D rooms.
2. To apply the amended policy retroactively to the Sabbaticals in post in the 2011/12 term of office, and to back-pay them as appropriate.
3. To pass the amendment to the Trustee Board for ratification.

Council
31st October 2011

Agenda Item: