

# Briefing

Issue 5 November 2003

**WARNING: Read the small print; the devil is in the detail**

UCEA dictionary (for use of employers only)

## Academic

**Academic** *adj.* **1.** Belonging or relating to a place of learning. **2.** Local bargaining makes it easier for employers to change this definition and for example move some academic staff onto support staff pay and conditions.

**downgrade** *vb.* **-grades, -grading, -graded** **1.** Lowering of current grade. **2.** Often experienced by academic and related staff following local job evaluation. **3.** As many as 1 in 6 staff risk downgrading following local job evaluation.

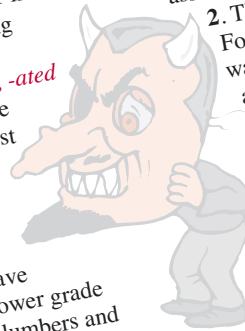
**evaluate** *vb.* **-ates, -ating, -ated**

**1.** A process to assess the worth or value of **2.** Most commonly used by university employers as part of job evaluation. **3.** Pilot local job evaluation schemes have

seen lecturers given lower grade scores than porters, plumbers and cleaners at different institutions.

**flexibility** *n.* **1.** The ability to be bent easily **2.** The ability to pay staff what we want when we want. **3.** Often used to explain the need for contributed points – increments which can be paid at management's discretion.

**framework** *n.* **1.** A structural plan **2.** a proposal from university employers sometimes referred to as "the national framework agreement". Colloquially referred to by AUT members as "a poor deal"; often interpreted as an attempt to introduce local pay and grading arrangements.



## Increment

**increment** *n.* **1.** Increase or addition, one of a series. **2.** Currently under attack from employers who want to increase the number of increments and reduce their monetary value.

**link** *n.* **1.** Connection between two different things. Often used as follows: The employers' proposals will break the link between academic and academic related staff.

**local** *adj.* **1.** Characteristic of or associated with a particular place.

**2.** The opposite of national. **3.** Form of bargaining employers want to introduce in order to attack pay and conditions.

**4.** Locally agreed pay is on average £1,000 lower than for staff on national scales.

**modernisation** *n.* **1.** To adopt modern ways, ideas **2.** Term used to cover usually draconian proposals to change terms and conditions. **3.** AUT believe 'real modernisation' means increasing salaries and improving conditions for university staff.

**negotiation** *n.* **1.** Process of talking to reach agreement. **2.** University employers often confuse negotiations with "clarification" and "partnership".

**pay** *vb.* **1.** Remuneration for work. **2.** Academic pay has fallen behind other professions. **3.** The pay offer of 6.5% over two years is dependent upon giving up national terms

## “20%” pay rise claims are dishonest say members as AUT tells management: stop spinning, start negotiating

AUT members responded with incredulity to management claims, reported in The Times Higher Education Supplement that the union had turned down pay rises of 20% as part of the framework agreement.

In fact, as many members spotted, the 20% rise quoted is mythical and would not be allowed even under the employers’ own proposals.

The “20%” rise was described as the jump from the Lecturer A current contribution maximum to the proposed new pay spine in August 2004.

Of course, with the employers

insisting on the right of institutions to opt out of the national model, no increases can be guaranteed but even if an institution did follow UCEA’s proposed scale:

The 20% is on the basis of transition to the top point of the new contribution range at the top of the grade. There is currently no guidance as to how contribution points will be awarded, and so no such pay increases can be guaranteed.

Lecturer A is an entry grade. The Framework document acknowledges the established arrangements for progression from Lecturer A to Lecturer B at present.

Contribution points at the top of an entry grade are entirely inappropriate.

Once Lecturer A has reached the top of the grade, he/she should automatically progress to the next grade, not be held on the same grade on contribution points.

Leaving aside the hype, the only extra money – over and above the cost of living increases – that the employers have offered is an average increase of 1.1% to go onto the new spines.

AUT believes that if the employers spent more time negotiating and less time spinning, the current stand-off could be resolved.

## Blow for UCEA as Leeds support AUT’s position on national bargaining

Leeds University senate has passed a motion which endorses AUT’s policy of retaining national bargaining.

While employers’ body UCEA wants AUT to accept the right of individual institutions to create local versions of the grading structure, Leeds argues that “nationally agreed pay structures are the fairest and most efficient

*“nationally agreed pay structures are the fairest and most efficient way to enable this university to recruit the staff it needs.”*

way to enable this university to recruit the staff it needs”. Leeds is a key member of the influential Russell Group of

universities, and AUT is now calling upon active members to help pass similar motions in their institutions. As we go to press, Salford – home of UCEA negotiator Alan Gibson had passed a similar motion.

*Active members are asked to organise similar motions in all institutions.*

## 95% of staff won’t gain a penny from employers’ local job evaluation schemes

AUT has learned that the employers’ body UCEA claim that job evaluation will require just an extra 3-5% of payroll for increases as a result of locally agreed re-gradings if their proposals are accepted.

UCEAs’ figures are based on just 5% of staff being upgraded. The union has seen pilot exercises which confirm this analysis, despite the endemic problem of uncompetitive pay that permeates

the grading structure.

At one Russell Group institution, just 7% of academic staff whose posts were analysed in a pilot study would qualify to be upgraded.

As many as 16,000 academics and related staff are vulnerable to the downgrading of their posts arising from job evaluation based on existing pilot studies seen by AUT. For more on this story see page 3.



# AUT must fight for a nationally agreed grading structure to protect members



**AUT assistant general secretary Matt Waddup argues that without a nationally agreed grading structure, thousands of posts will be at risk**

AUT has told the employers that their offer is unacceptable as it stands.

The offer combines a low pay increase with sweeping changes to increments; grading; and to the link between academic and related staff.

## **16,000 posts at risk**

The Employers also want individual institutions to be allowed to set up their own job evaluation schemes in order to re-grade staff. Joss Prudence of UCEA claims that "this is the best opportunity to build a platform for better pay".

AUT wants a national grading structure because the reality of local job evaluation is that as many as one in six in some staff grades may be downgraded.

There is already a wide divergence of grading schemes that the employers stand waiting to inflict upon members.

## **Porters, plumbers and cleaners rated higher than lecturers**

As a result, many differences between and within institutions have already emerged. In initial piloting at nine institutions in 2002, the job scores for a lecturer ranged enormously. The local score you get will have a direct effect on how you are graded in future and upon your pay. This is important because the pilot also established that at one university lecturers were so undervalued that porters, plumbers and cleaners elsewhere came out with a higher grading. If unregulated local job evaluation is allowed, these pilot schemes show that not only do many universities totally undervalue their academic and related staff,

but also that rates of pay for similar jobs will be determined by where you work not what you do. That is why AUT wants a national grading structure which will protect members, and provide equality and transparency.

## **The lessons of Nottingham**

If we agree to local job grading schemes, can the employers be trusted to implement the schemes properly?

The answer is a resounding no, if the experience at the University of Nottingham is anything to go by. At Nottingham academic related staff have been evaluated despite opposition from AUT and the other staff unions.

When the job matching panel met, only one trade union rep was allowed to be present and the panel included the line manager but not the employee. Not very fair, and no wonder that two independent experts commented that management tended to "talk down jobs" because upgrading would cost too much.

## **Pilot schemes show 1 in 6 ALC staff may be downgraded**

At one university, the average job evaluation scores for academic related staff were 16-20% below those for comparable academics. This was confirmed by a further recent local evaluation exercise for academic related staff at a different institution that showed that 17.5% of posts would be graded lower than their current position.

AUT calculates that if this was replicated across the UK, 3,500 academic related members of staff would see their posts downgraded. Many of them would be female giving the lie to the employers' claims that local job

evaluation is needed in order to tackle gender inequality.

## **Teaching only staff in front line of attack on academics**

There are 13,000 teaching only staff in the higher education sector. Under local job evaluation, they are in the front line of the attacks from management. Without a national grading structure, teachers are very vulnerable to downgrading and deskilling.

Already at one university there are plans to re-designate teaching only staff as "academic support officers" and grade them as support rather than academic staff.

The wider context for this is that some employers want to drive a wedge between "RAE academics" and the rest.

Local job evaluation provides the cover to enable the employers to do this.

## **Only 5% to get upgrade**

UCEA have now admitted that only an estimated 5% of staff will be upgraded as a result of locally introduced job evaluation.

Any extra money that the employers say is available will be shared between a tiny proportion of staff lucky enough to benefit from any local scheme.

The rest will either stay the same or face downgrading. How will this address the long-standing problem of low pay among academics and related staff?

## **Where AUT stands**

AUT is determined to defend members against the excesses of local job evaluation. Our position is that the employers must come up with a national grading structure, where you are graded based on what you do, not where you work.

# AUT research shows that local pay leads to lower pay

**The employers want local job grading and pay structures yet AUT research shows that local pay usually means less pay for academics**

The employers claim that their proposed framework agreement will lead to higher pay for many staff.

Elsewhere in Briefing we show that the number of staff posts who face downgrading arising from local job evaluation far outstrips the small number who will be upgraded.

What is also true is that where local pay exists currently, academic staff (there is no data for ALC grades) fare worse than where the national structures are in place.

In 2001-2 there were nearly 142,000 academic staff in UK higher education. In overall terms, seven out of 10 academics in 2001-2 were employed on national scales, while three out of 10 were – to a lesser or greater extent – employed on scales determined by the higher education institution employing them.

AUT Research, approved by HESA, shows that staff on national scales earned more than their counterparts on local scales.

Taking lecturer or equivalent grades first:

## Local pay = low pay 1 Lecturer grades

Sector	Average pay
Post-92	£31,413
Pre-92	£31,169
Scottish post-92	£30,972
Locally determined	£30,081

Source: Averages: HESA; staff numbers: AUT analysis of raw data supplied by HESA

The same is true of senior lecturing staff too:

## Local pay = low pay 2 Senior lecturer grades

Sector	Average pay
Post-92	£37,465
Pre-92	£38,441
Scottish post-92	£36,973
Locally determined	£34,113

Source: Averages: HESA; staff numbers: AUT analysis of raw data supplied by HESA

This is true in general, and it is especially true for female staff. The gender gap is at its highest where local pay is at its most prevalent.

For full-time academic staff employed on nationally determined pay scales, there was generally a narrow gap between male and female average salaries, usually of the order of 1-3%.

For example, in 2001-2 the average full-time salary for female lecturers in post-92 institutions was 98 per cent of their male colleagues; put another way, there was a two per cent gap between male and female earnings, with women worse off.

Similarly there was a one per cent gap for pre-92 senior lecturers and Scottish post-92 lecturers in 2001-02.

The gaps were somewhat wider – around 2-5% – for academic staff with national minimum pay topped up by local increases, and wider still for academics on locally determined pay scales: for these, the gaps were around six to 10 per cent. But the widest gaps were for staff on ‘other’ scales, with a 21 per cent gap in the post-92 sector, and a 16 per cent gap for the 5,000 or so ‘other’ staff on ‘other’ scales.

Academics employed on locally determined pay scales showed a consistently bigger gender pay gap than academics of a similar job grade who were employed on nationally determined pay scales. For academics at lecturer level employed on nationally determined scales – such as lecturer B in pre-92 institutions and post-92 senior lecturers, there was approximately a three per cent gender pay gap, to the detriment of women, in the period 1995-6 to 2001-2. By contrast, by 2001-2 there was a 10 per cent gap for lecturer level academics employed on locally determined scales, with women earning on average 90 per cent of their male colleagues’ earnings.

## Local pay = low pay 4 Female pay as % of male pay

Sector	%
Post-92	97%
Pre-92	97%
Locally determined	90%

Source: Averages: HESA; staff numbers: AUT analysis of raw data supplied by HESA; lecturer grades

The gender pay gap for academics at senior lecturer level on nationally determined pay scales was very narrow, particularly for senior lecturers in the pre-92 sector. By contrast, there was at least a six percentage point gap for senior/principal lecturers on locally determined scales.

For researchers on grade IA in the pre-92 sector, and grade B in the post-92 sector, there was only a one or two per cent gap between average male and female earnings.

However, for researchers on locally determined scales, there was a seven or eight per cent pay gap, to the detriment on women.



# Local campaigning pays dividends in pay battle

**Local campaigning is already paying big dividends as local associations take the union's message to members reports National Organiser Justine Stephens**

If you relied just on the Times Higher Educational Supplement to get your information about higher education pay and grading you would get the impression that the only thing that stands between members and a pot of gold is the intransigence of AUT and the other academic unions.

The reality, of course is quite different. That is why it is so important for active members to campaign locally to ensure that the union's message gets out.

## **Get that motion passed!**

Take Leeds, where the local association ticked all the boxes at once in our pay campaign pack (see box) by organising around a motion to the university senate which was passed unanimously.

The motion was strongly supportive of AUT's national position and argued that "nationally agreed pay structures are the fairest and most efficient way to enable this university to recruit the staff it needs."

As well as providing a big victory on campus, the motion was picked up by the national press as evidence that not all employers agreed with the UCEA agenda.

The baton swiftly moved from Leeds to Salford, where a similar motion was passed, with the approval of Council Chairman and UCEA negotiating team member Alan Gibson.

This type of campaigning exerts real pressure upon UCEA, and strengthens the position of our own negotiating team and, as we go to press, other local associations are seeking to pass similar motions in their senates and councils.

Meanwhile, hats off to institutions like Bristol, Birmingham, Glasgow, Edinburgh, Manchester, Nottingham, Southampton, Newcastle, UCL and many others who are holding successful pay and recruitment stalls.

Local associations who want advice

in setting up pay and recruitment stalls should contact their regional office for help.

## **Non-members care about pay too!**

Recruitment is key to winning on pay. Since we announced our decision to reject the offer as it stands in July, 865 new members have joined the union.

This is a great start to our campaign but, of course, we need many more! Because the more new members we recruit, the stronger our negotiating position becomes.

## **Students and staff must work together**

At the same time, many local associations are forging stronger links with student unions. With student bodies fighting alongside AUT against the introduction of top-up fees, this is an ideal time to make common cause with students and share campaigning objectives.

On that note, it was fantastic to see so many AUT members at the march against top-up fees in late October, and elsewhere in this issue of Briefing you can see both that the National Union of Students appreciate our support and are prepared to offer us what help they can in our campaign.

Next time you have a meeting, why not invite someone from the students' union to attend, perhaps to talk about top-up fees. Maybe they could return the favour and allow us to speak on pay at one of their meetings. This is the way to build the effective cross-campus

alliance which will be essential if we want to win on pay.

Local open meetings have also begun to take place to allow members and non-members to discuss the issues confronting us on pay and grading.

Executive speakers have reported strong support for the union's position from members who are worried about what the future will bring if management's proposals are adopted.

This unity, which was reflected in the unanimous decisions of Council to launch a campaign aimed at defending members can be turned into positive action, but only if every local association gets organised.

## **Use the pay campaign pack!**

Nationally, we will continue to provide campaign support.

The pay campaign pack is a "how to" guide for building campaigns and includes sections on building alliances with students and others, working with the local media, dealing with management, organising stalls and other recruitment exercises and should be the basis for every local association's campaigning strategy.

You can get copies either online (see box) or direct from me at Head Office  
(justine.stephens@aut.org.uk.)

*Your national organisers are Ronnie Kershaw (ronnie.kershaw@aut.org.uk.) based at Manchester and Justine Stephens based in London.*

## **Pay campaign aims for local associations**

**build the campus coalition**

**take the case to the wider community**

**organise members and non-members around pay**

**put pressure upon local management**

online at <http://www.aut.org.uk/media/pdf/utbetterpaycampaignpack.pdf>



# Solidarity between AUT and NUS is the key to winning

**National Union of Students President Mandy Telford thanks you for your support against top-up fees and offers solidarity to AUT in our fight for fair pay and grading**

On 16 October, I was proud to share a platform with AUT general secretary Sally Hunt to argue against the introduction of top-up fees at the culmination of the largest demonstration by students for many years.

AUT's support in our fight to defend future generations of students is vital, and I am pleased to say that, following our close work in the struggle for an increase in London Weighting, the NUS now join the AUT in saying that it is time for the employers to take the issue of staff pay and conditions seriously.

The effect of the estimated 28% deficit in pay, when compared to similar workers over the last decade is becoming apparent in our institutions as they struggle to recruit and retain staff in sufficient numbers to ensure a high quality learning experience for students. Not only is this detrimental to students and trade union members but also to the sector as a whole. NUS recognises that the shortfall in pay is not the only pressing issue resulting from the employers' proposals and the Government's white paper on higher education. The other strings around pay, grading and the break-up of national bargaining will have an equally damaging effect on the future of higher education.

Equally the AUT, has placed on record its continued support for the work of NUS in fighting for a better deal for students and has pledged to campaign alongside students for properly funded and staffed higher education, for higher grants and against top-up fees. To this end, I was grateful to AUT for submitting a motion against top-up fees to TUC Congress 2003, and at the same congress, NUS and AUT joined with other trade unions in developing joint campaign materials and staging a press stunt in Brighton which received wide coverage. Together we are stronger.

## What's at stake for students?

This year will see the Government seeking to introduce legislation on the future of higher education.

The White Paper, which will provide the basis for this legislation, includes proposals for:

- The introduction of top-up/differential fees
- The re-introduction of a very limited system of grants
- A review of the level of loan entitlement
- A concentration of research funding within the sector

Any moves towards top-up fees or any form of differentiated fees would represent a move towards the commercialisation of our education system.

If the Government's legislation is passed, we will inevitably see students pushed further into debt and poverty, international students threatened by disproportionate raises in fees and a further shifting of the financial burden of education onto the individual student.

## What we want

This year at NUS Conference, our movement responded to the threat posed by the Government's White Paper on the future of higher education. NUS has been given a strong policy mandate from our members setting out the way forward for our campaign. NUS has clear and progressive policy demanding:

- The abolition of all forms of charging students or graduates for their education
- The introduction of a non-means tested grant that accurately reflects the cost of living
- The maintenance of the current rate of interest on student loans
- The restoration of benefits payments to students

## Key facts

1. The shortfall between the maximum student loan of £3,698 for a student studying in London and the actual cost of living and studying in the capital is nearly £5,000.
2. Since the elimination of grants, student debt has increased by 544% and now totals over £5 billion.
3. Parents are now paying more than £500 million towards university costs every year.
4. If we don't act now, debts caused by top-up fees could become a fact of life for most students in 2004.

*Matt Waddup writes:*

*There is a clear link between the government's proposals for differential top-up fees and the employers' latest offer which would lead to differential pay. Active members are therefore encouraged to get in touch with local student bodies in order to campaign jointly on pay and top-up fees. The support of students in our struggle for decent pay and conditions is a vital pre-condition for victory. Further campaign ideas for working with student bodies are available from the pay campaign pack at <http://www.aut.org.uk/media/pdf/autbetterpaycampaignpack.pdf>*