



UCU

University and College Union



What is the National Framework Agreement?

A UCU Briefing



Session 1:Aims

- Giving you a better understanding of the Framework Agreement – where it came from, what it was about and where are we now?
- Equipping you to evaluate your own local agreement – what issues have arisen in your institution?
- Giving you some tools to help you identify priorities and negotiate with your employer



Session 1: Creating the NFA

- There were eight separate arrangements covering academic and support staff
- Both unions and universities saw an interest in moving to a single pay spine.
- AUT/NATFHE priorities were to protect existing career expectations and embed equal pay for work of equal value
- Negotiated over a two year period, finalised in March 2004 and implemented up to 2006



Session 1: The final NFA bargain – what was agreed?

- A series of compromises:
 - Nationally negotiated but with local flexibility built into implementation
 - Single table bargaining with all 5 unions
 - Nationally agreed Academic Role profiles, but a library of Academic related profiles.
 - Locally determined job evaluation
 - Supporting JNCHES guidance and 'good practice'



Session 1: Key Components – Common pay and grading structure

- Single recommended 51 point pay spine and common grading structure
- All jobs to be Job Evaluated and matched to national Role Profiles (NARPS)
- Creation of career pathways and job families – T&R, T&S and Research
- Hourly paid lecturers to be assimilated
- 'Equal pay for work of equal value'



Session 1: Key Components – Progression

- Progression *within* grade – normal expectation (subject to capability)
- Contribution zones, supplements, retention and premia
- Access to training and development



Session 1: Key Components – No detriment

Protection of existing expectations:

- Progression *between* grade from Ac2 to Ac3
- Pre-92: Bottom of Ac2 no lower than 36
- Post-92: Bottom of Ac2 no lower than 34
- No longer to progress through Ac1 and 2 than previously



Session 1: Key Appendices on implementation

- **Appendix A** – Principles for the determination and implementation of pay and grading structures
- **Appendix C** - A model pay structure
- **Appendix D** - Pay progression within grades
- **Appendix E** - Guidelines for use of attraction and retention premia
- **Appendix F** - Assimilation of individual staff to new pay structures



Session 1: Discussion

- To the best of your knowledge, what were the key issues at the time in implementing the Framework Agreement in your institution?



Session 1: Subsequent developments – a national perspective

- Marketisation and competition among HEIs
- Further pressure to drive down staff costs over time and 'get more for less'
- Pressing down on the rate for the job
- Striving for freedom to vary pay rates around labour market conditions



Session 1: How these pressures are expressed

- Occasional attempts to renegotiate the NFA locally
- Cascading of responsibilities down the scale – ‘grade drift’
- Attempts to restrict the normal expectation of progression by managing performance
- Use of freedom in the professorial grade to pay ‘market’ rates, widening gender pay gap
- Widespread use of casualised contracts
- Creating new ‘off scale’ roles



Session 1: Group task

- In groups, identify the key issues emerging in your institution in relation to the Framework Agreement. How do they compare with other institutions?
- How have you attempted to deal with them?
- What issues do you think are going to become more important in the future?



Session 1: Conclusion

The pressures on the NFA will only grow.

This afternoon's session:

- Providing you with some national tools and resources to help you deal with emerging Framework issues in your institution



Session 2: Pay Divergence & Rate for the Job

<https://www.ucu.org.uk/rateforthejob>

Jonathon Guy, National Research Officer

Background



2015

- 51 point national spine
- Started looking at distribution cross spine points
 - University
 - Region
 - Mission group
 - 5 academic grades
- Huge amount of data and dozens of detailed charts and tables

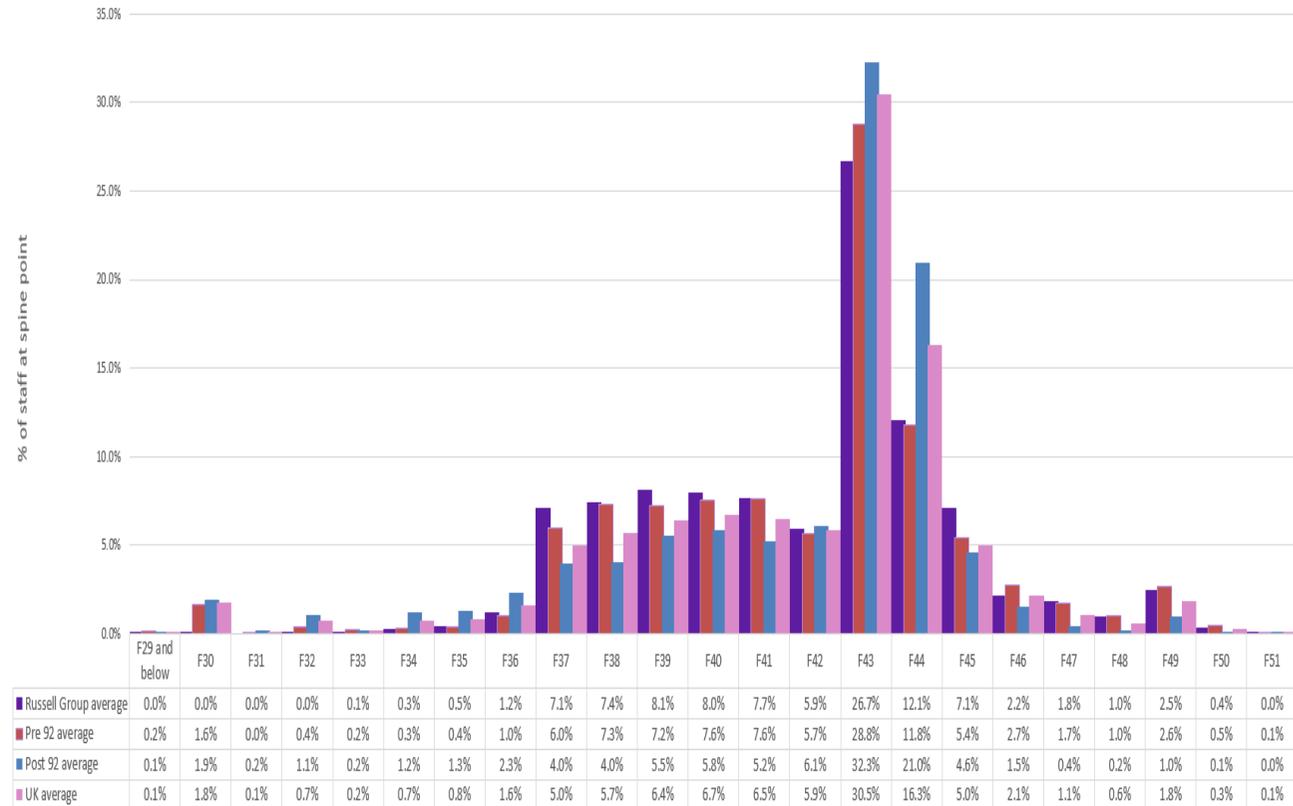
Lecturer, Senior Lecturer, Senior Research Fellow

HE provider	F29	F30	F31	F32	F33	F34	F35	F36	F37	F38	F39	F40	F41	F42	F43	F44	F45	F46	F47	F48	F49	F50	F51
UK average	0.0%	1.8%	0.1%	0.7%	0.2%	0.7%	0.8%	1.6%	5.0%	5.7%	6.4%	6.7%	6.5%	5.9%	30.5%	16.3%	5.0%	2.1%	1.1%	0.6%	1.8%	0.3%	0.1%
Russell Group average	0.0%	0.0%		0.0%	0.1%	0.3%	0.5%	1.2%	7.1%	7.4%	8.1%	8.0%	7.7%	5.9%	26.7%	12.1%	7.1%	2.2%	1.8%	1.0%	2.5%	0.4%	0.0%
Pre 92 average	0.0%	1.6%	0.0%	0.4%	0.2%	0.3%	0.4%	1.0%	6.0%	7.3%	7.2%	7.6%	7.6%	5.7%	28.8%	11.8%	5.4%	2.7%	1.7%	1.0%	2.6%	0.5%	0.1%
Post 92 average	0.0%	1.9%	0.2%	1.1%	0.2%	1.2%	1.3%	2.3%	4.0%	4.0%	5.5%	5.8%	5.2%	6.1%	32.3%	21.0%	4.6%	1.5%	0.4%	0.2%	1.0%	0.1%	0.0%
East Midlands average	0.2%	9.3%	0.4%	0.3%	0.7%	1.1%	3.0%	4.2%	5.4%	3.6%	4.9%	5.8%	5.0%	4.8%	40.0%	3.3%	1.9%	0.7%	1.0%	0.8%	2.9%	0.6%	0.1%
Eastern and Home Counties average		0.1%	0.1%	0.1%	0.0%	0.2%	0.0%	1.4%	4.7%	5.8%	7.3%	6.6%	6.1%	5.8%	22.6%	17.6%	11.3%	1.5%	1.5%	1.2%	6.0%	0.0%	0.0%
London average	0.1%	0.1%	0.1%	0.1%	0.2%	0.6%	0.3%	0.5%	4.7%	5.7%	6.1%	8.5%	8.2%	7.9%	43.3%	4.0%	3.1%	4.0%	0.9%	0.4%	1.0%	0.2%	0.1%
North West average	0.0%	8.0%	0.3%	0.1%	0.0%	0.3%	0.2%	0.8%	5.1%	6.4%	7.6%	7.2%	4.7%	4.9%	24.1%	17.4%	10.6%	1.6%	0.4%	0.1%	0.0%	0.0%	
Northern average		0.1%	0.2%	0.1%	0.2%	1.4%	1.1%	1.7%	5.6%	6.5%	7.2%	6.6%	7.2%	6.5%	25.1%	28.2%	0.8%	0.7%	0.7%		0.2%		
Northern Ireland average				2.0%	0.8%	0.4%	1.1%	1.3%	3.9%	6.9%	4.7%	7.6%	6.4%	5.7%	5.3%	49.9%	3.6%	0.6%		0.1%			
Scotland average	0.0%			0.1%	0.1%	0.3%	0.2%	0.5%	7.7%	7.2%	6.0%	7.8%	6.7%	5.1%	29.3%	14.9%	3.4%	1.9%	2.3%	0.8%	5.1%	0.4%	0.3%
South average			0.0%	0.1%	0.1%	4.0%	2.4%	4.0%	4.9%	5.4%	6.7%	4.4%	4.6%	4.4%	23.9%	16.9%	3.5%	2.5%	4.7%	2.3%	3.3%	1.6%	0.2%
South East average		0.4%	0.1%	7.9%	0.4%	0.7%	0.5%	1.2%	4.8%	5.5%	5.6%	5.8%	7.0%	7.5%	20.2%	19.8%	9.7%	1.8%	0.3%	0.4%	0.0%	0.2%	
South West average							0.4%	1.5%	4.7%	5.2%	9.8%	7.0%	7.9%	8.0%	27.7%	21.6%	1.9%	0.9%	0.3%	1.3%	1.4%	0.3%	
Wales average	0.2%	0.1%	0.3%	3.6%	0.3%	0.4%	0.2%	0.8%	2.0%	5.9%	4.3%	5.5%	5.1%	5.5%	40.8%	4.0%	7.8%	8.3%	4.0%	0.2%	2.0%	0.3%	
West Midlands average	0.1%	0.1%	0.1%	0.2%	0.9%	1.8%	2.1%	5.4%	5.2%	5.7%	5.1%	6.7%	4.3%		34.5%	21.6%	3.1%	2.3%	0.8%		0.0%		
Yorkshire and Humberside average			0.0%	0.1%	0.0%	0.0%	0.0%	1.5%	4.1%	5.8%	6.1%	7.4%	7.4%	6.1%	30.1%	26.6%	3.1%	1.2%	0.2%	0.1%	0.1%	0.0%	

National picture and Mission Group averages

- UK wide 30.5% of academics at point 43
- 23.4% of staff are positioned at the AC3 contribution points 44-46
- Post 92s have a higher percentage of staff at the top of the scale (point 43) than Russell Group and Pre 92 HEIs
- Post 92s also have greater use of contribution point 44

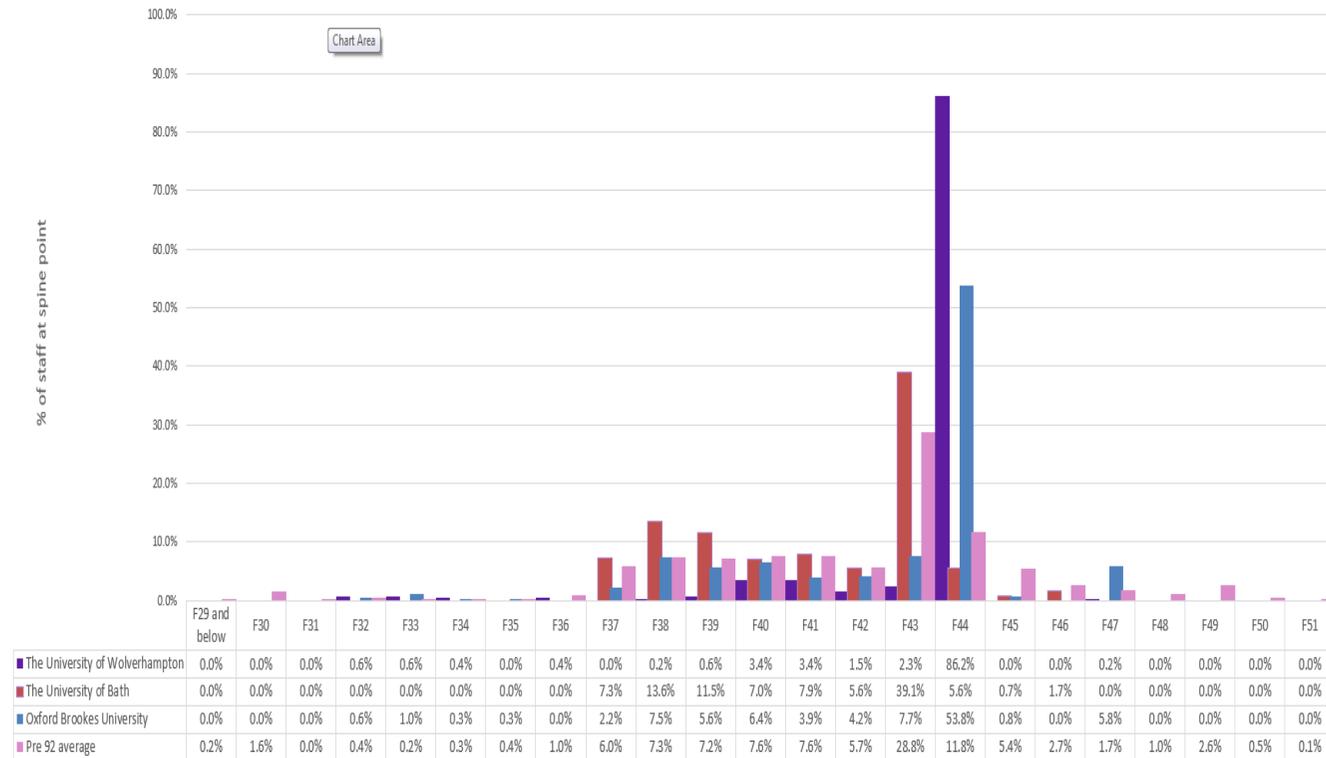
% of staff per salary spine point 2013/14 - Lecturer B (pre 92), Senior Lecturer (post 92), Senior Research Fellow



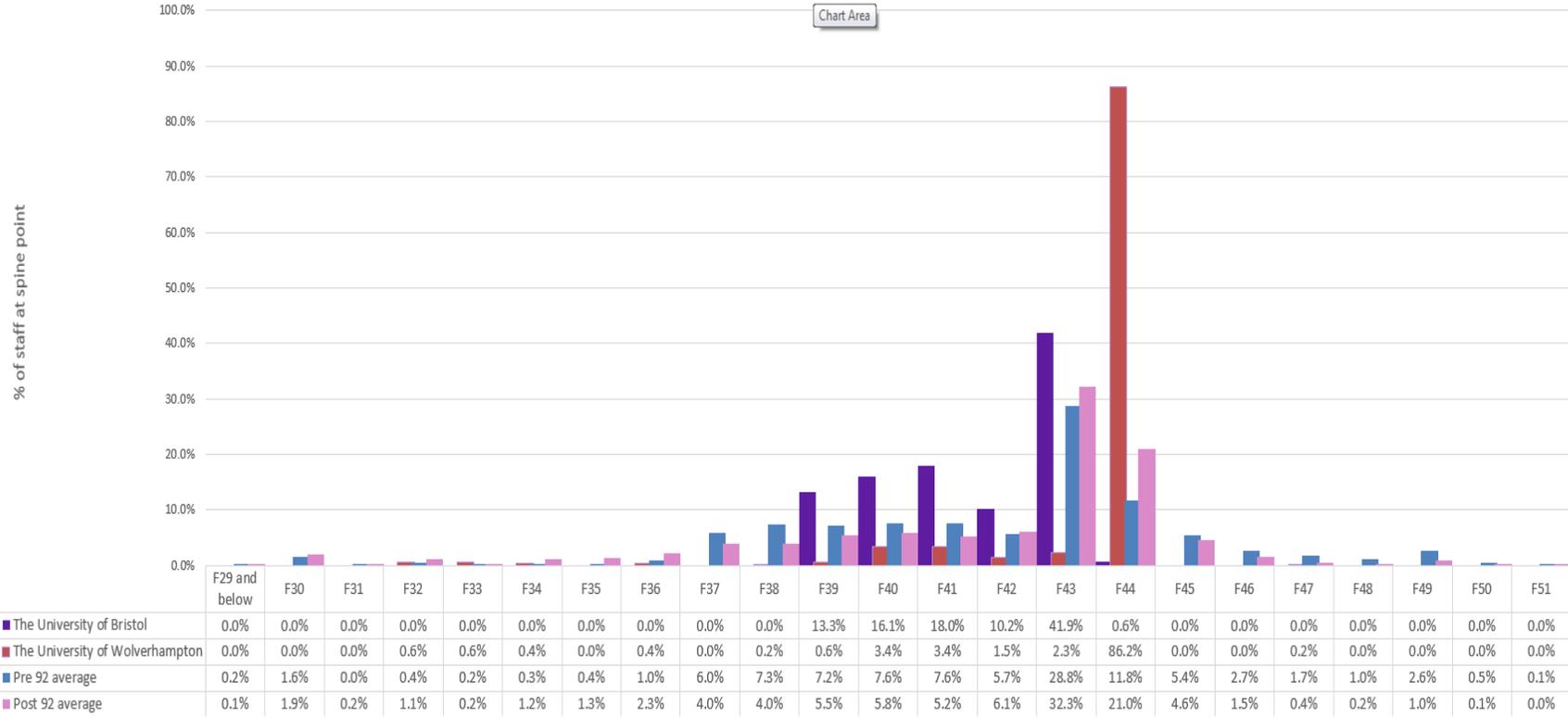
Example of beneficial variance

- In some HEIs spine points in use are shifting beyond ranges specified in NFA
- Result of local bargaining and varying application of contribution points
- Seen mostly at Lecturer and Senior Lecturer levels

% of staff per salary spine point 2013/14 - Lecturer B (pre 92), Senior Lecturer (post 92), Senior Research Fellow



% of staff per salary spine point 2013/14 - Lecturer B (pre 92), Senior Lecturer (post 92), Senior Research Fellow





- Needed to find a way to get this data across to members simply and directly
- Timing – 2016 pay campaign
- Local campaigning tool
- Get members involved in a conversation about pay
- Increase online activity
- Social media

Rate for the job launched January 2016 & updated this month

- Condense complex pay diversion data
- Individual reports to highlight personal impact
 - HEI
 - Contract level
 - Salary
 - Gender
- Pay lost in comparison to inflation
- Gender pay comparison
- Easy to share, link to and email

Higher Education

Generate your report



Select your institution The University of Aberdeen

Select your position mid-career academic

Select value closest to your salary £38,500

Select your gender Female ♀

Includes:
Lecturer B (Pre 92),
Senior lecturer (Post 92),
Senior Research Fellow

Your information



How your salary compares

Academic staff average salaries at The University of Aberdeen <div style="display: flex; justify-content: center; gap: 10px; margin-top: 5px;"> <div style="text-align: center;"> ♀ £43,350 </div> <div style="text-align: center;"> ♂ £52,615 </div> </div>	Average salaries for mid-career academics at The University of Aberdeen <div style="display: flex; justify-content: center; gap: 10px; margin-top: 5px;"> <div style="text-align: center;"> ♀ £44,712 </div> <div style="text-align: center;"> ♂ £44,557 </div> </div>
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If salaries had kept rate with inflation over the last 5 years
(calculated using annual RPI increases)

<div style="text-align: center; margin-bottom: 5px;">  </div> The average pay for academics at The University of Aberdeen would be £56,351	Your annual pay would be £44,083
As opposed to today's average salary £49,335	A difference of £5,583



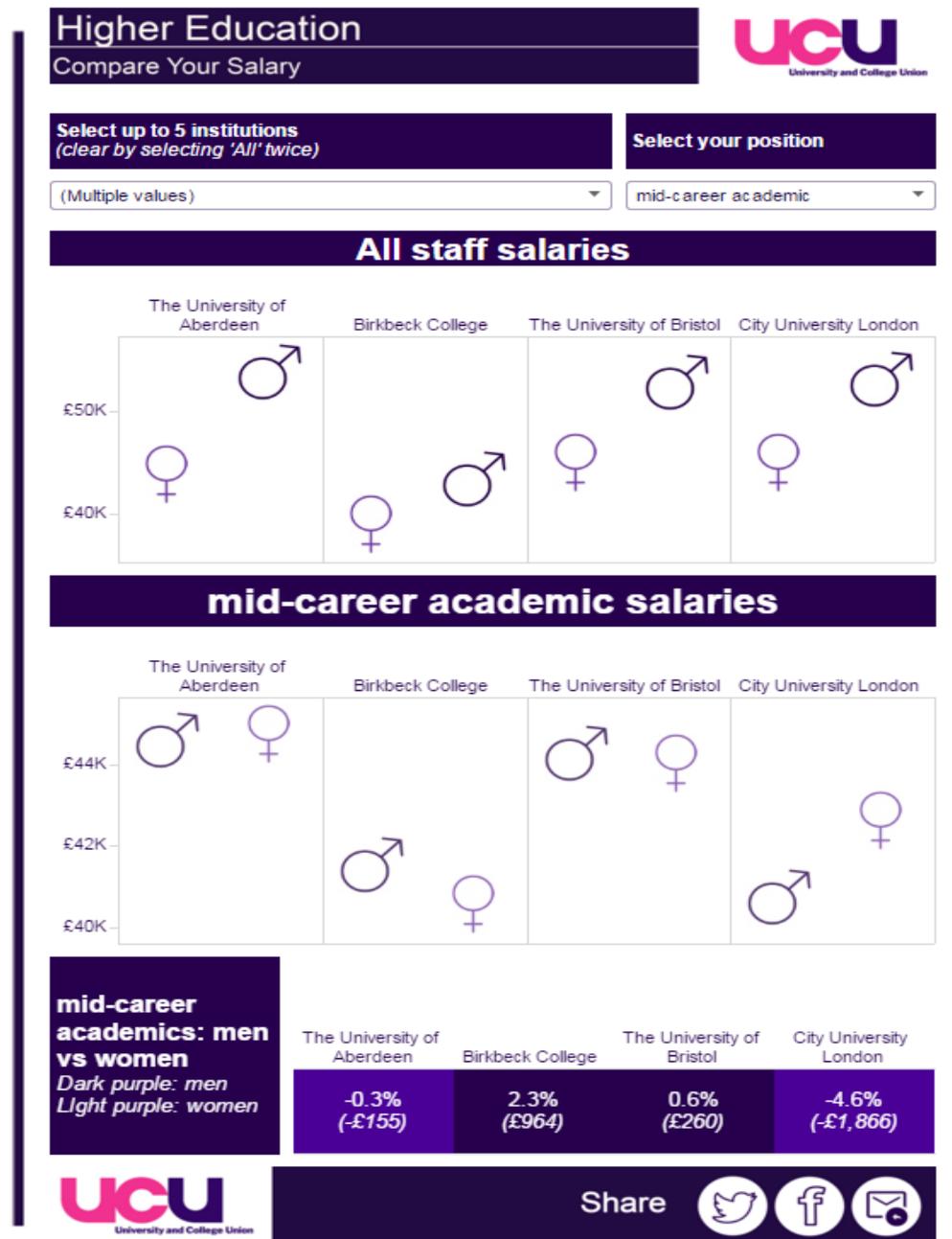


Share




Gender pay comparison

- Overview of average pay for men and women at your grade and contract level
- Up to five comparator institutions
- Gender pay gap in percentage and £ terms for each



League tables and rankings

- Use as a local campaigning tool
- Ranking useful for publicity, comparison with VC pay
- Compare with HEIs or similar size and profile
- Detailed gender pay gap data
- Full dataset available to download

Higher Education

Find the best Institution for your contract level



mid-career academic

Female Salary

Female salaries

		Salary
1	Guildhall School of Music and Drama	£63,753
2	Goldsmiths College	£54,436
3	The Robert Gordon University	£52,034
4	Glasgow Caledonian University	£51,817
5	The University of Northampton	£51,731
6	The University of Reading	£51,404
7	Queen Margaret University, Edinburgh	£51,073
8	The University of Keele	£51,023
9	The University of St Andrews	£50,759
10	London School of Economics and Political Science	£50,581
11	Loughborough University	£50,069
12	The University of Oxford	£49,435
13	The University of Cambridge	£49,193
14	The University of Westminster	£48,874
15	Liverpool School of Tropical Medicine	£48,562
16	St George's Hospital Medical School	£48,544
17	Queen Mary University of London	£48,050
18	The University of Lancaster	£47,829
19	Swansea University	£47,661
20	Imperial College of Science, Technology and Medicine	£47,601
21	The Royal Veterinary College	£47,316
22	Cardiff Metropolitan University	£47,158
23	University College London	£46,981
24	London Metropolitan University	£46,919
25	Institute of Education	£46,761
26	The University of Exeter	£46,661
27	The University of Edinburgh	£46,400


[Click here to download the full data](#)



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Vice Chancellor Pay

- Full list of total reward package for every VC
- Rank your VC against all others
- Link to full report with data on senior staff pay, expenses and pay ratios

Higher Education
 Vice Chancellors



Find the Vice Chancellor (or equivalent) salary at your university *

The University of Wolverhampton

The Vice Chancellor (or equivalent) at
The University of Wolverhampton
 receives

£268,000

annually



Ranked:
77

Full ranking of VCs' emoluments

1	The University of Salford	£516,000	★
2	University of Durham	£511,000	★
3	The University of Oxford	£462,000	★
4	King's College London	£458,000	★
5	Imperial College of Science, Technology and Medicine	£430,000	★
6	The University of Birmingham	£416,000	★
7	Liverpool School of Tropical Medicine	£409,000	★
8	The University of Bath	£406,000	★
9	Birkbeck College	£395,000	★
10	The University of Exeter	£393,000	★
11	The University of Sheffield	£385,000	★
12	London School of Economics and Political Science	£381,000	★
13	University of Nottingham	£381,000	★
14	Middlesex University	£362,000	★
15	Cranfield University	£361,000	★
16	University College London	£359,195	★
17	City University London	£358,000	★
18	The Open University	£354,000	★
19	The University of Warwick	£349,000	★
20	The University of Bristol	£344,000	★
21	Bath Spa University	£343,000	★

Download the full report on VC salaries

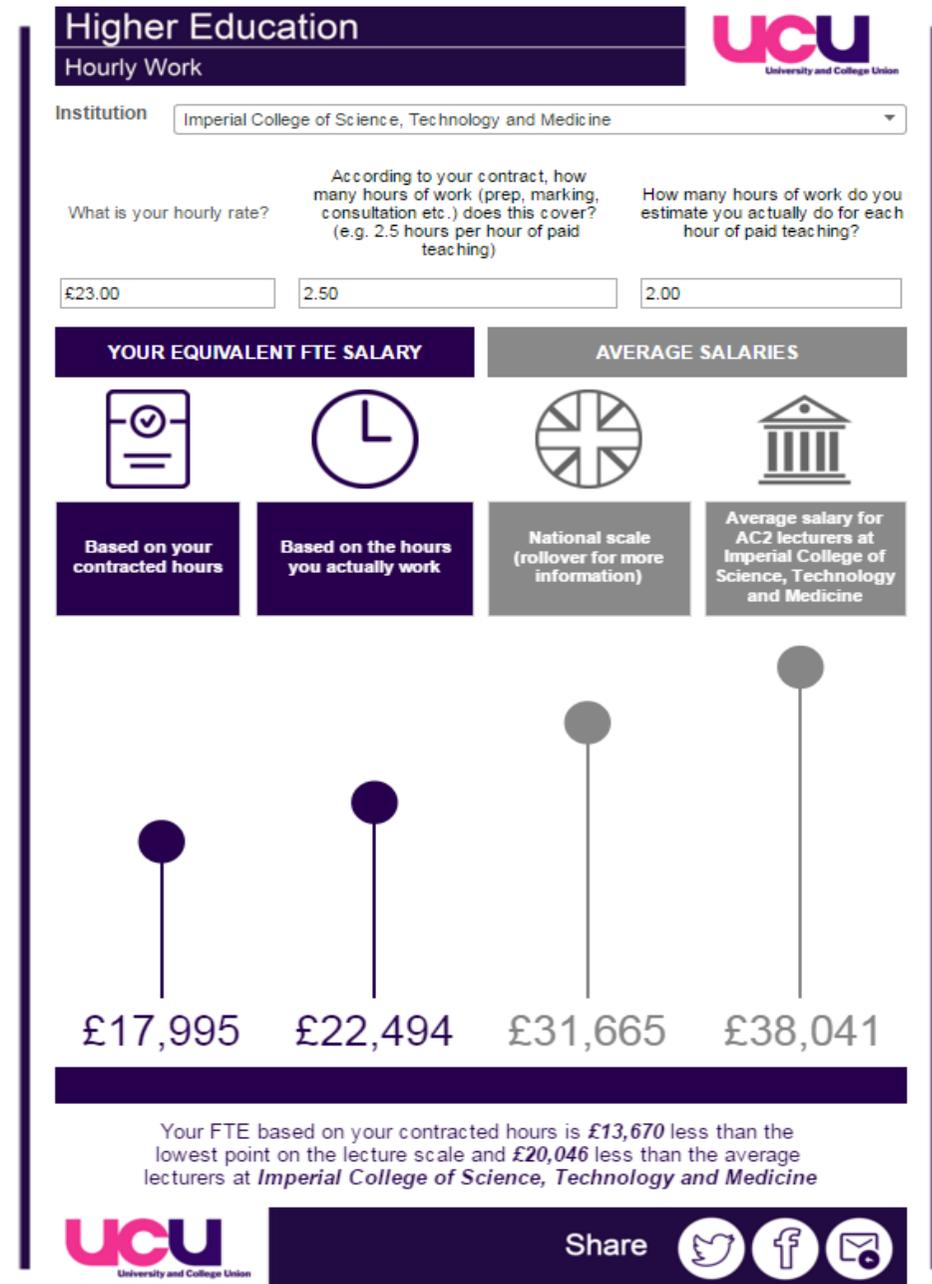
* VC/Principal pay is defined as 'total emoluments' for the year 2014/15 and in a few cases includes payments made to more than one postholder. A full analysis of VC/Principals' pay and other benefits for 2014/15 can be read [here](#)



Share

Hourly Paid Lecturers

- Developed following requests from members
- Two primary purposes
 - Demonstrate shortfall in FTE equivalent for hourly paid lecturers
 - Highlight the impact of unpaid work that hourly paid lectures do
- Provides a graphical representation and text for local campaigns





Session 2: Conclusion

- Update available now to all members online
- ‘University report card’ website available to non-members
- Suitable for all grades and career stages
 - Shows impact of pay across all career stages
 - Recruitment tool for casualised staff
- University comparisons
- Campaigning tool
 - Can produce specific comparative figures for all grades and HEIs
 - Ready made charts and text for local campaigning