

Senior pay in post-16 education

Introduction

In response to UCU Congress 2009 motion 47 (see Appendix 1), this paper provides data on changes in the number of senior staff compared with front-line teaching staff. For recent data on pay increases in further education, the average pay of further education teaching professionals, and average pay of FE college principals, see Appendix 2.

Further education

Numbers of full-time equivalent teaching staff, and highly paid staff, at the top 30 FE colleges in England ¹ in 2007-8 (ranked in terms of their total expenditure, from Newcastle College (£120m) to Doncaster College (£40m), according to LSC College Finance Records 2007/08), were analysed. The colleges were all general FE colleges, with the exception of three tertiary colleges (Sheffield, City of Sunderland, and Lambeth). See Appendix 3 for data on individual institutions.

In the sample of colleges, the number of full-time equivalent teaching staff increased between 2006-7 and 2007-8 by 2.8%, ² while the number of highly paid staff, paid either £50,000+ or £60,000+, depending on the information provided in the college's accounts, increased by 33.8%.

Teaching staff and highly paid staff in FE colleges

	2006-7	2007-8	Change %
Number of FTE teaching staff *	15,094	15,514	2.8%
Number of highly paid staff **	302	404	33.8%

*FTE = full-time equivalent

** excluding pension contributions; includes senior post holders; highly paid means paid either £50,000+ or £60,000+ (see Appendix 3)

Source of data: notes to college accounts 2007/08; analysis by UCU

¹ Excluding Sutton Coldfield College, which had not supplied its accounts by the time of writing.

² It should be noted that the increase in teaching staff was particularly affected by FTE numbers at City of Sunderland College, which rose from 291 to 558 between 2006-7 and 2007-8.

Higher education

In 2007-8 30 higher education institutions accounted for 50% of the total expenditure of UK HEIs in that year, from Cambridge (£1,055m total expenditure in 2007-8) to Sheffield Hallam (£191m). At these institutions, between 2006-7 and 2007-8, there was a 3.4% increase in the number of full-time equivalent teaching staff, a 20.9% increase in the number of staff paid £100,000 or more, and a 12.1% increase in the mean average basic pay of the vice-Chancellor or Principal of the institutions analysed. It should be noted that many of the highly paid staff were clinical academics, whose pay included payments from the National Health Service. See Appendix 4 for individual institutions.

Teaching staff and highly paid staff in HE institutions

	2006-7	2007-8	Change %
Number of FET teaching staff *	38,749	40,083	3.4%
Number of staff (inc senior post holders) paid £100k+ (inc NHS pay) **	2,088	2,524	20.9%
VC/Principal's basic pay, average £'000 ***	218	245	12.1%

*Staff employed on teaching-only and teaching-and-research contracts. Source: HESA staff record FTE data; analysis by UCU

**excluding pension contributions

***excluding payments in kind and pension contributions (except for Liverpool University, and Queen's University Belfast). Source of payment data: notes to HEI financial statements 2007/08; analysis by UCU

Appendix 1: UCU Congress 2009 motion 47

47 Vice-chancellor/principal and senior pay restraint - University of Essex

Congress notes the growing public anger over executive pay in both the private and public sectors, and also notes the restraint being applied in the USA and the UK by government. Congress believes it is now time for the HE and FE sectors in the UK to follow suit.

Congress calls on HE and FE institutions to restrain the pay increases made in 2009-2012 to vice-chancellors, principals and other senior staff in HE and FE institutions such that they will not be permitted to take pay rises greater in percentage terms than the lowest increases paid to staff on negotiated pay scales.

CARRIED (AMENDED)

47A.1 South East Regional Committee

Insert new paragraph at end: 'Congress is also concerned that the number of senior academic staff in FE and HE institutions is increasing with proportionately less front line teaching staff and instructs UCU officers to carry out an analysis of this and report to the NEC so that a campaign can be developed'.

CARRIED

47A.2 University of Portsmouth

The second paragraph to start with a new sentence 'Congress calls on HE and FE institutions to adopt good governance principles and transparency and to publish details of senior staff remuneration when they are agreed.' The first word of the current second paragraph 'Congress' to be replaced by 'It also'.

CARRIED

Appendix 2

Pay changes in FE: college principals and lecturers

	2004-5	2005-6	2006-7	2007-8	2008-9	change 2004-5 to 2005-6	change 2005-6 to 2006-7	Change 2006-7 to 2007-8	Change 2007-8 to 2008-9
	£	£	£	£	£	%	%	%	%
College principals: mean average *	90,343	95,314	104,441	110,875	n/a	5.5%	9.6%	6.2%	
ASHE FE teaching professionals: median \$	28,741	29,452	30,918	31,774	32,603	2.5%	5.0%	2.8%	2.6%
ASHE FE teaching professionals: mean \$	30,149	30,882	32,683	33,769	34,090	2.4%	5.8%	3.3%	1.0%
England: negotiated pay increase: %						2.8% staged **	3% staged ***	3% #	3.2% ##

* matched sample with same colleges for each of the 3 years; UCU calculation

** 2% increase @ August 2005 + 0.8% increase @ January 2006

*** 2% increase @ August 2006 + 1% increase @ February 2007

3% increase @ February 2008

3.2% from October 2008

\$ at April in the second year of the period ie April 2005 in 2004-5 etc

Source:

Principal's salary: column S 2.1a in LSC annual college accounts; excludes employer's NI and pension contributions.

FE teaching professionals: gross full-time median at April 2005, 2006 (methodology consistent with 2005), 2007, 2008 (ASHE: table 14.7a; SOC code 2312), 2008; gross full-time mean at April 2005, 2006 (methodology consistent with 2005), 2007, 2008 (ASHE: table 14.7a; SOC code 2312)

Appendix 3: further education

College Name	Teaching staff FTE	Teaching staff FTE	Change %	Staff (inc senior post holders) paid £50k+ **	Staff (inc senior post holders) paid £50k+ **	Change in staff (inc senior post holders) paid £50k+ **
*=Data are for senior staff paid >£60k	2006-7	2007-8	2006-7 to 2007-8	2006-7	2007-8	2006-7 to 2007-8
Newcastle College *	888	994	11.9%	18	46	155.6%
Cornwall College *	784	788	0.5%	11	15	36.4%
City Of Bristol College *	738	740	0.3%	16	22	37.5%
Bradford College	551	529	-4.0%	15	16	6.7%
Manchester College Of Arts And Technology *	602	647	7.5%	11	8	-27.3%
Ealing, Hammersmith And West London College *	461	454	-1.5%	10	11	10.0%
Sheffield College (The) *	481	485	0.8%	5	5	0.0%
Warwickshire College	600	631	5.2%	25	35	40.0%
Leicester College *	449	435	-3.1%	7	9	28.6%
Derby College *	549	563	2.6%	10	12	20.0%
Hull College *	639	674	5.5%	4	5	25.0%
Norwich City College Of F&Amp;He	330	338	2.4%	9	9	0.0%
City And Islington College	706	744	5.4%	10	15	50.0%
Chichester College *	559	513	-8.2%	9	10	11.1%
Newham College Of Further Education	201	205	2.0%	4	4	0.0%
Stoke-On-Trent College	450	470	4.4%	6	6	0.0%
Lewisham College *	278	259	-6.8%	19	26	36.8%
New College, Nottingham	479	507	5.8%	11	15	36.4%
Park Lane College Leeds *	509	479	-5.9%	15	12	-20.0%
Sutton Coldfield College						
Sussex Downs College *	527	585	11.0%	5	10	100.0%
Blackpool And The Fylde College *	530	559	5.5%	11	12	9.1%
Liverpool Community College *	622	604	-2.9%	7	18	157.1%
Barnet College *	361	320	-11.4%	6	8	33.3%
Grimsby College	586	596	1.7%	16	17	6.3%
City Of Sunderland College *	291	558	91.8%	6	7	16.7%
West Nottinghamshire College *	498	491	-1.4%	5	10	100.0%
Lambeth College *	414	399	-3.6%	13	19	46.2%
Huddersfield Technical College *	387	364	-5.9%	4	4	0.0%
Doncaster College	624	583	-6.6%	14	18	28.6%
Total	15094	15514	2.8%	302	404	33.8%

*=Data are for senior staff paid >£60k

FTE = full-time equivalent

**excluding pension contributions; includes senior post holders; highly paid means paid either £50,000+ or £60,000+

Source of data: notes to college accounts 2007/08; analysis by UCU

Appendix 4: higher education

	Total expenditure 2007/08	Teaching (t-only & t&r) staff FTE*	Teaching (t-only & t&r) staff FTE*	Teaching (t-only & t&r) staff FTE* change %	Staff (inc senior post holders) paid £100k+ & inc NHS pay**	Staff (inc senior post holders) paid >£100k+ & inc NHS pay**	Change in staff (inc senior post holders) paid >£100k+ & inc NHS pay**	Spend on head of HEI (excl pension,bfits)	Spend on head of HEI (excl pension, bfits)	Change in spend on head of HEI (excl pension, bfits)	Notes
	£000s	2006-7	2007-8	2006-7 to 2007-8	2006-7	2007-8	2006-7 to 2007-8	2006-7 £'000	2007-8 £'000	2006-7 to 2007-8	
The University of Cambridge	1055147	1524	1584	3.9%	120	162	35.0%	204	227	11.3%	
The University of Oxford	748769	1527	1635	7.1%	147	186	26.5%	239	271	13.4%	
The University of Manchester	683916	2225	2208	-0.8%	48	53	10.4%	260	277	6.5%	
University College London	634505	1883	1957	3.9%	251	267	6.4%	257	284	10.5%	
Imperial College of Science, Technology and Medicine	596107	1205	1254	4.1%	189	223	18.0%	348	429	23.3%	1 month overlap in rector's salary
The University of Edinburgh	549884	1539	1623	5.4%	108	107	-0.9%	208	228	9.6%	
King's College London	444419	1443	1499	3.9%	162	188	16.0%	210	247	17.6%	
The University of Leeds	441942	1594	1693	6.2%	72	96	33.3%	215	237	10.2%	
The University of Nottingham	409730	1737	1803	3.8%	85	99	16.5%	250	270	8.0%	VC pay excludes extra payments for past pension contributions & early retirement

	Total expenditure 2007/08	Teaching (t-only & t&r) staff FTE*	Teaching (t-only & t&r) staff FTE*	Teaching (t-only & t&r) staff FTE* change %	Staff (inc senior post holders) paid £100k+ & inc NHS pay**	Staff (inc senior post holders) paid >£100k+ & inc NHS pay**	Change in staff (inc senior post holders) paid >£100k+ & inc NHS pay**	Spend on head of HEI (excl pension,bfits)	Spend on head of HEI (excl pension, bfits)	Change in spend on head of HEI (excl pension, bfits)	Notes
The University of Birmingham	393160	1353	1368	1.1%	88	94	6.8%	267	292	9.4%	
The University of Glasgow	390141	1325	1355	2.3%	86	102	18.6%	205	230	12.2%	
The Open University	388400	2537	2457	-3.1%	4	8	100.0%	217	236	8.8%	
Cardiff University	379885	1568	1560	-0.5%	156	189	21.2%	209	234	12.0%	
The University of Sheffield	369084	1401	1375	-1.8%	81	83	2.5%	209	290	38.8%	
The University of Southampton	365569	1260	1466	16.3%	41	54	31.7%	214	240	12.1%	
The University of Warwick	349023	1020	1136	11.4%	44	58	31.8%	199	221	11.1%	
The University of Bristol	341839	1067	1225	14.8%	90	117	30.0%	231	251	8.7%	
The University of Liverpool	338857	1179	1262	7.1%	41	88	114.6%	247	320	29.6%	VC pay incl benefits in kind & pension contrib
The University of Newcastle-upon-Tyne	328700	1162	1166	0.4%	85	94	10.6%	228	226	-0.9%	
Queen Mary and Westfield College	245768	864	938	8.6%	63	72	14.3%	189	208	10.1%	
The Queen's University of Belfast	245077	1067	1089	2.1%	7	10	42.9%	204	231	13.2%	VC pay incl pension contrib
The Manchester Metropolitan University	210964	1378	1401	1.7%	4	12	200.0%	203	218	7.4%	

	Total expenditure 2007/08	Teaching (t-only & t&r) staff FTE*	Teaching (t-only & t&r) staff FTE*	Teaching (t-only & t&r) staff FTE* change %	Staff (inc senior post holders) paid £100k+ & inc NHS pay**	Staff (inc senior post holders) paid >£100k+ & inc NHS pay**	Change in staff (inc senior post holders) paid >£100k+ & inc NHS pay**	Spend on head of HEI (excl pension,bfits)	Spend on head of HEI (excl pension, bfits)	Change in spend on head of HEI (excl pension, bfits)	Notes
The University of Strathclyde	209557	919	824	-10.4%	18	26	44.4%	182	199	9.3%	
University of Durham	207930	826	854	3.4%	10	11	10.0%	192	184	-4.2%	
The University of York	204629	715	748	4.6%	2	11	450.0%	178	192	7.9%	
The University of Leicester	203815	780	815	4.5%	60	63	5.0%	196	224	14.3%	
University of Hertfordshire	198000	1119	1134	1.4%	5	14	180.0%	187	217	16.0%	
The University of Surrey	195697	587	593	1.0%	12	18	50.0%	257	285	10.9%	
Loughborough University	193085	753	810	7.6%	4	4	0.0%	160	180	12.5%	
Sheffield Hallam University	191046	1193	1251	4.8%	5	15	200.0%	181	190	5.0%	
Total	11514645	38749	40083	3.4%	2088	2524	20.9%	6546	7338	12.1%	

*Staff employed on teaching-only and teaching-and-research contracts. Source: HESA staff record FTE data; analysis by UCU

**excluding pension contributions

Source of payment data: notes to HEI financial statements 2007/08; analysis by UCU