

Your pay **MATTERS**



- As of March this year the total real terms decline in your pay since 2009/10 is 21%.
- Women on academic contracts are paid an average of 11.8% less than men.
- The total gender gap in pay is a staggering £560 million per year.
- Twenty-four vice-chancellors enjoyed a pay increase in 2015/16 of 10% or more, with some new VCs enjoying increases on their predecessors' pay of up to 113%.
- According to HESA, there are nearly 72,000 staff on highly casualised 'atypical' academic contracts.
- Over the last five years universities' capital expenditure has increased by 34.9%, income has increased by 33.1%, and reserves have more than doubled.
- UCU's 2016 workload survey reported HE staff are working an average of two days unpaid every week. Your pay goes down as your working hours go up.



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