

# Pay and equality



# MATTERS

The value of your pay has declined.

The last pay rise above inflation was in 2014.

2018 is the year we need to unite and fight  
for a fair rate for the job.

# VOTE YES!

Check out **RATE FOR THE JOB**  
[www.ucu.org.uk/rateforthejob](http://www.ucu.org.uk/rateforthejob)

Join the union. Join the campaign  
[www.ucu.org.uk/join](http://www.ucu.org.uk/join)

**UCU**  
University and College Union

## The key elements of our 2018 pay campaign are:

- Loss in the value of your pay
- Shameful pay inequality
- Significant rise of vice-chancellor, principal and senior pay
- The scandal of casualisation
- Workload and stress



***The average gender pay gap is a difference of £5,936 per year.***

### Loss in the value of your pay

- Since 2009, the cumulative loss to your pay (compared to rises in RPI) is 21.0%.
- Over the last five years capital expenditure has increased by 34.9%, income by 33.1%, operating surpluses have increased by 176.83% and reserves are up by 259.04%. At the same time, staff costs as a percentage of expenditure have fallen by 1.9%.
- According to HESA data, in 2016/17 universities committed only 54.7% of their expenditure to staff, compared with 56.6 % in 2009/10.

### Shameful pay inequality

- The continuing gender pay gap in UK higher education is shameful.
- According to institutional data from 2016/17 for all academic staff, there was a mean gender pay gap of 11.8%, a difference of £5,936 per year.

## Significant rise of vice-chancellor, principal and senior pay

- High levels of remuneration, lack of transparency and oversight lead to rightful anger amongst university staff.

According to the *Times Higher Vice-Chancellor Pay Survey*, in 2016/17:

- Vice-chancellors (VCs) received average remuneration of £289,756 in the last academic year.
- 29 universities increased their VC's pay by more than 10% at the same time as staff on the 51 point pay scale received a 1.7% pay rise.
- Overall VC pay increased by 3.2% - almost double the percentage for other HE staff.
- On average, vice-chancellors were paid 6.5 times the salary of their staff.
- Results of UCU's latest FoI request found that 22 institutions had more than 100 members of staff earning over £100,000 per annum.

## The scandal of casualisation

- According to HESA, there are 72,000 staff on highly casualised 'atypical' academic contracts.
- There are at least 51,094 university teaching staff on hourly-paid contracts and at least 12,567 with zero-hours contracts.
- 66% of research staff are still on fixed-term contracts - more than 10 years since the fixed-term regulations came into force - around a third are contracts of 12 months or less.



***In 2017/17 vice-chancellors were paid on average 6.5 times the salary of their staff.***

***It is scandalous that 66% of research staff are still on fixed-term contracts.***

***Widespread casualisation affects all staff terms and conditions.***

## **The scandal of casualisation**

- UCU believes that the sector's reliance on casualised labour represents a scandalous failure.
- Widespread casualisation in the sector affects all staff terms and conditions and the rate of pay.
- UCU is no longer waiting for UCEA and the UK level negotiating machinery to take action to reduce the sector's dependency on casual employment. Branches are encouraged to lodge local claims.



***The vast majority of all HE staff reported that the pace or intensity of their work has increased over the past three years.***

## **Workload and stress**

- UCU's recent 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.
- The vast majority of all HE staff (83.1%) reported that the pace of their work has increased over the past three years.
- The HSE reports that workloads and work-related stress cause significant harm. The latest *Labour Force Survey* shows that in 2016/17 stress accounted for 40% of all work-related ill health cases and 49% of all working days lost due to ill health. The prevalence is even higher in the education sector.



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