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ACTION

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Higher Education Pay 2016 / 17 – Myth buster!

A pay rise is affordable

- Since 2010 the amount spent on staff by universities has dropped 3%, but total reserves have rocketed by 72% to over £21bn.

There is enough money in the sector to pay all staff properly! English Universities have argued for an increase in tuition fees of 2.8% to meet their 'annual costs' - but only want to pay staff an average of 1.1% to meet their costs of living! Universities in Scotland, Wales and Northern Ireland posted surpluses and have diversified to look at other sources of income as well as teaching grant.

Vice-chancellor and senior management pay

- More than 5,000 university employees are now paid over £100,000 a year.
- The average salary for a vice-chancellor is £274,405 and the average pay rise for vice-chancellors in 2015 was 6.1%.
- Employers are choosing to reward the highest earners rather than the majority of their staff.

Living Wage

- The current pay offer does provide more for the lowest paid in percentage terms - but lowest paid working in universities that have a working week of more than 35 hours would still not achieve the Foundation Living Wage of £8.25p per hour (£9.40p in London).

Mind the gender pay gap

- The continuing gender pay gap in universities is shameful.

There has been a drop in engagement with the trade unions on local job evaluation panels. This means we cannot be sure that the grading structures in place are sufficiently robust. We want proper involvement, transparency and accountability for pay and grading.

August 2016



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The truth about casualisation in HE

- An investigation by UNISON's revealed that nearly £200m was spent on agency workers in the last year. This is an increase of 62% since 2011. Forty five universities each spent £1million **or more** in the financial year to August 2015 on agency staff. This is out-of-control spending on agencies that could be better used to put staff on more secure contracts - and pay them properly.
- Casual contracts cause anxiety and fear, with staff not knowing if they will have any wages from week to week. Casualisation affects in-work benefits and can cause real hardship. More than 8,000 support staff has a zero hours contract.

Brexit

- The UK government has announced that universities will have certainty over future funding and should continue to bid for competitive EU funds while the UK remains a member of the EU.

UK Universities have been advised to continue to bid for competitive EU funds while the UK remains a member of the EU. Where UK organisations bid directly to the European Commission on a competitive basis for EU funding projects while we are still a member of the EU, for example universities participating in Horizon 2020, the Treasury will underwrite the payments of such awards, even when specific projects continue beyond the UK's departure from the EU.

This means the University of Manchester will receive £5 million funding for the Graphene Engineering Innovation Centre (GEIC). This will fund equipment needed for a new facility which will exploit and maintain the UK's world-leading position in graphene and related 2-D materials.

Scotland has announced a £100m investment package to stimulate the economy, and the announcement means that £40m for Swansea University's new Bay Campus is secure along with £9.3m for the Beacon project helping develop the low carbon industry.

In addition, UK universities will start to look to other non-EU Universities to undertake research. UK Universities have a global reputation and will start to explore relationships with other global partners in countries such as US, India, Australia and New Zealand as well as the EU.

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