

2018 Pay and Equality Ballot: What are the stakes?

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What does UCU do?

- *The* trade union in HE and FE for:
 - Academic-related staff (grades 6+)
 - Academic and research staff (grades 5+)
 - Graduate students (free!)
- Nationwide:
 - 136,000 members
 - 16,000 joined in the last year!
- Local branch: 1,800 members
- National bargaining includes:
 - USS pensions
 - Pay and working conditions
- Local campaigns include:
 - Anti-casualisation
 - Gender Pay Gap
 - Anti-Racism
- Individual advice and support, backed by a legal scheme

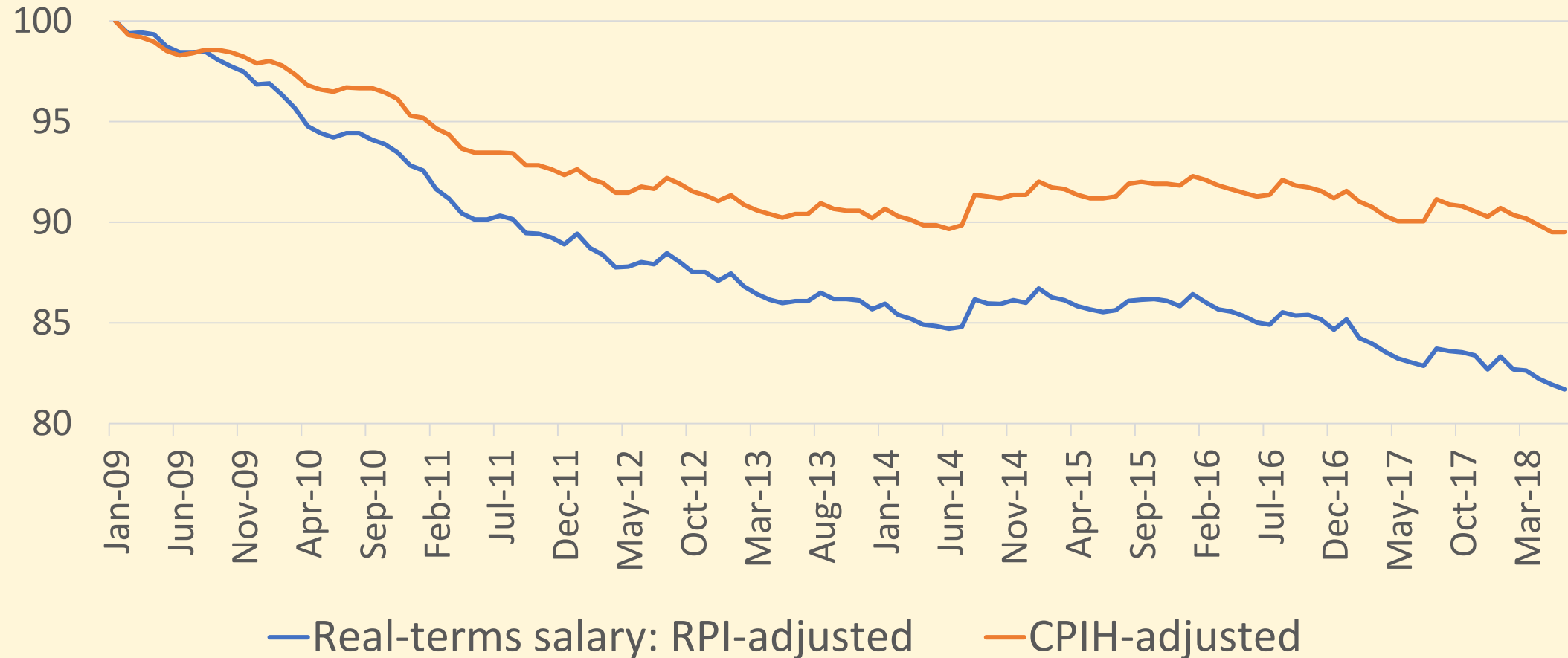
Pay negotiation: overview



- Yearly negotiations between 5 trade unions and UCEA (employers).
- What we asked for:
 - 7.5% pay rise: “catch up and keep up”.
 - Commitments on the gender pay gap, precariousness, and workloads.
- Offer: 2% pay rise – another real-terms pay cut.
- Ongoing postal ballot, closes on **October 19th**.
- Vote **YES** to Industrial Action, and **YES** to Action Short of a Strike.

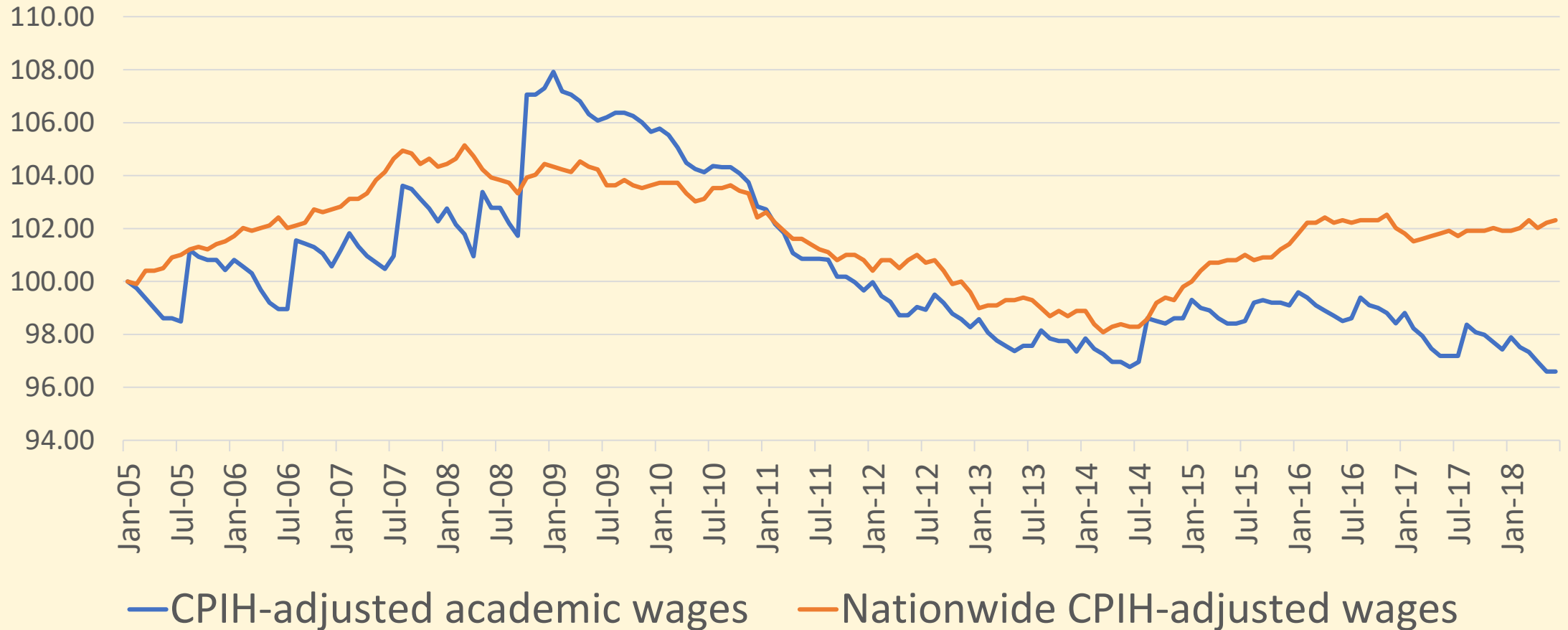
Real-terms wages: depreciation since 2009

Point 38 salary (units: 100 in 2009)



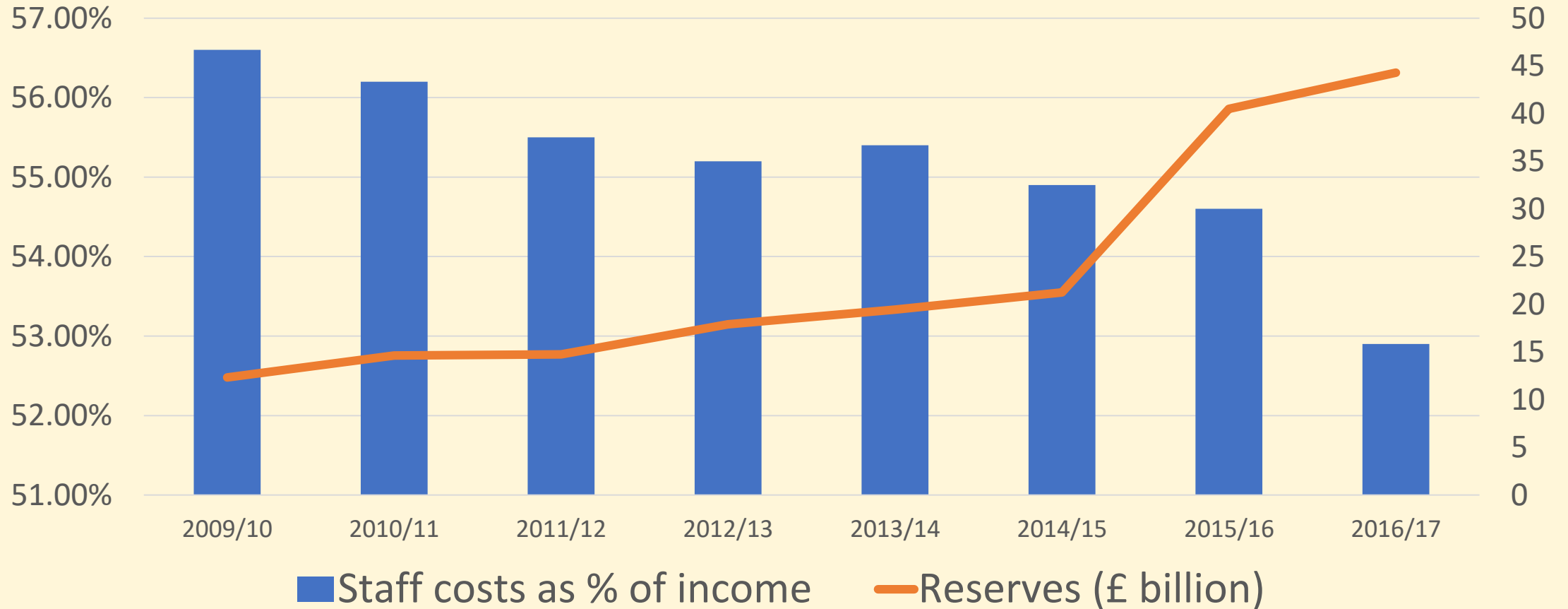
HE wages are falling behind

Units: Jan '05 = 100



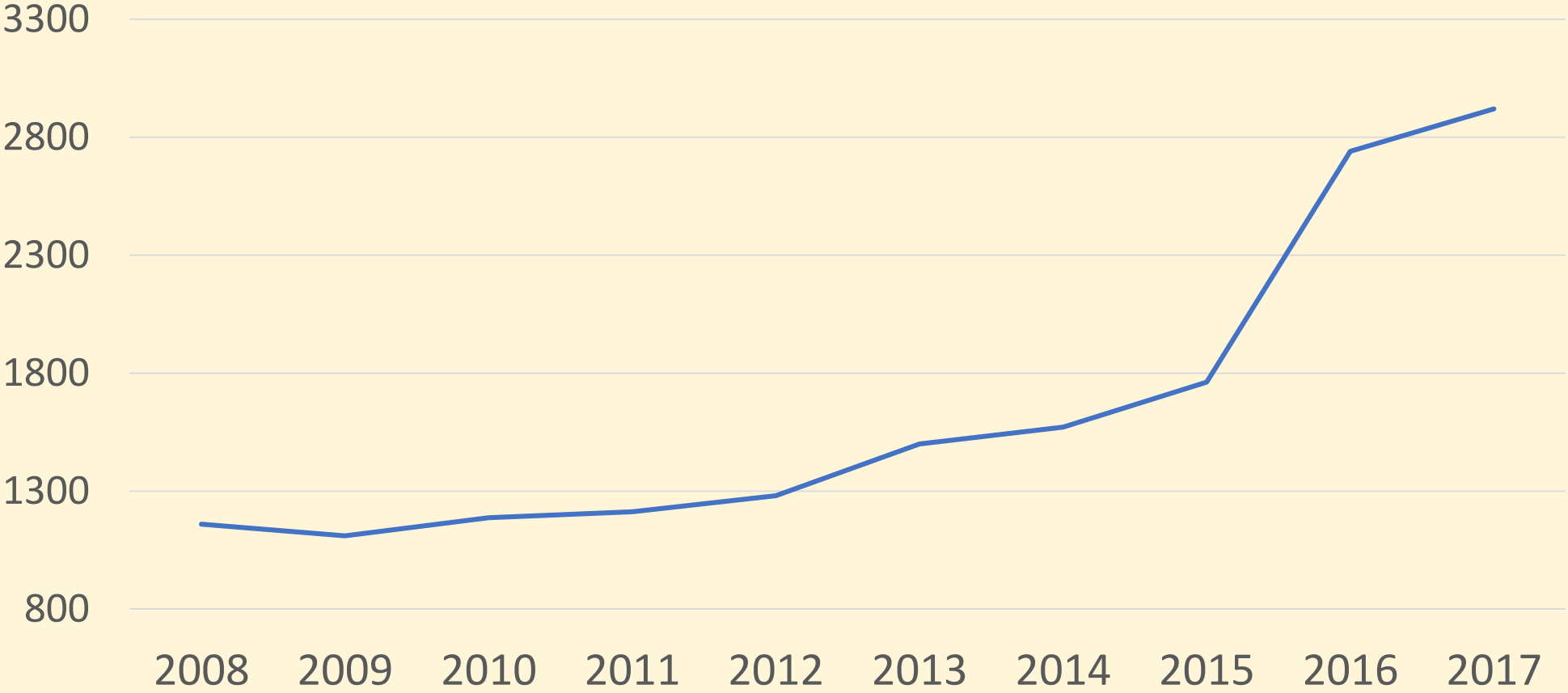
Source: Office for National Statistics

Employers can afford to pay more



Source: Higher Education Statistics Agency

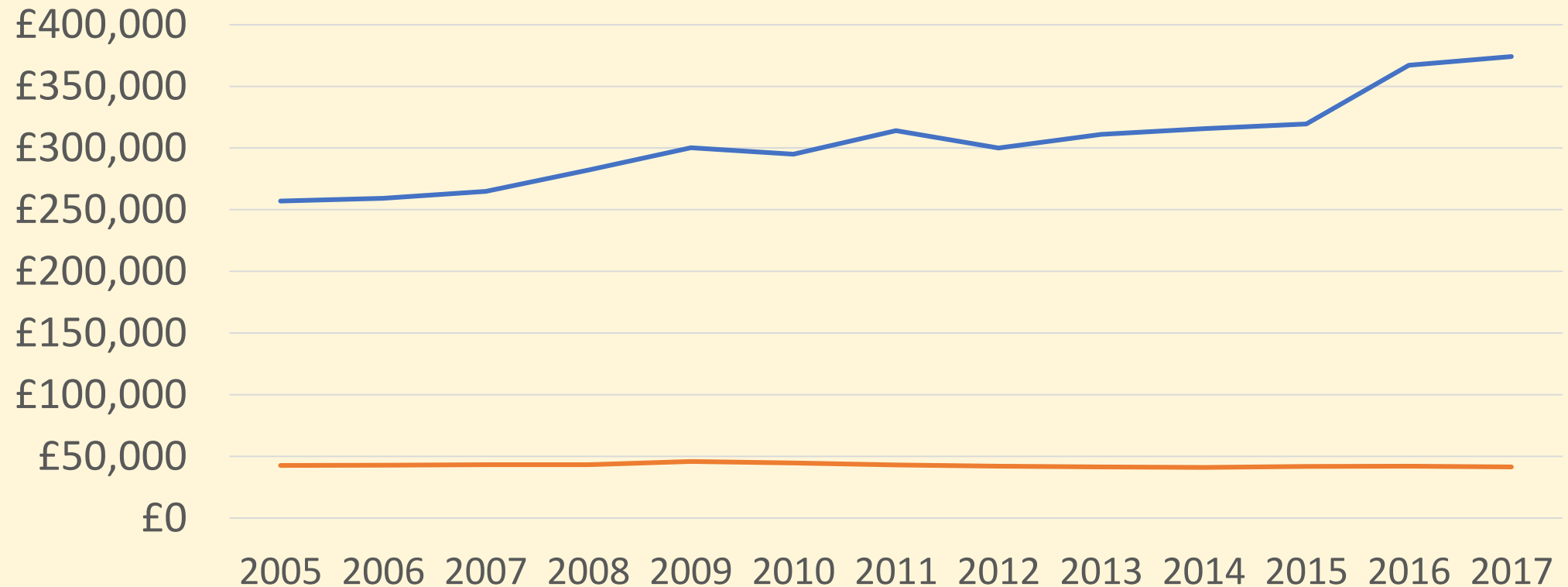
Cambridge: swelling financial reserves...



£ Million, CPI-adjusted

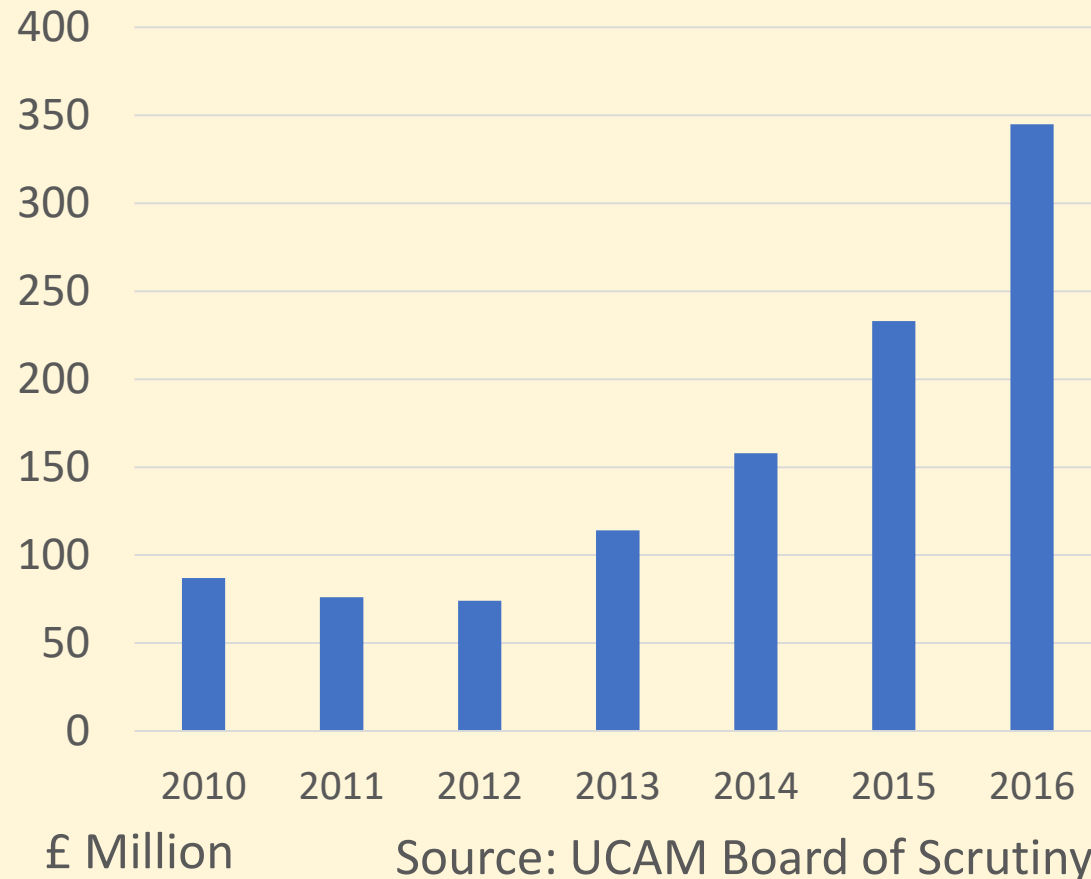
Source: UCAM Annual Financial Reports (The Reporter)

...and Vice-Chancellor pay



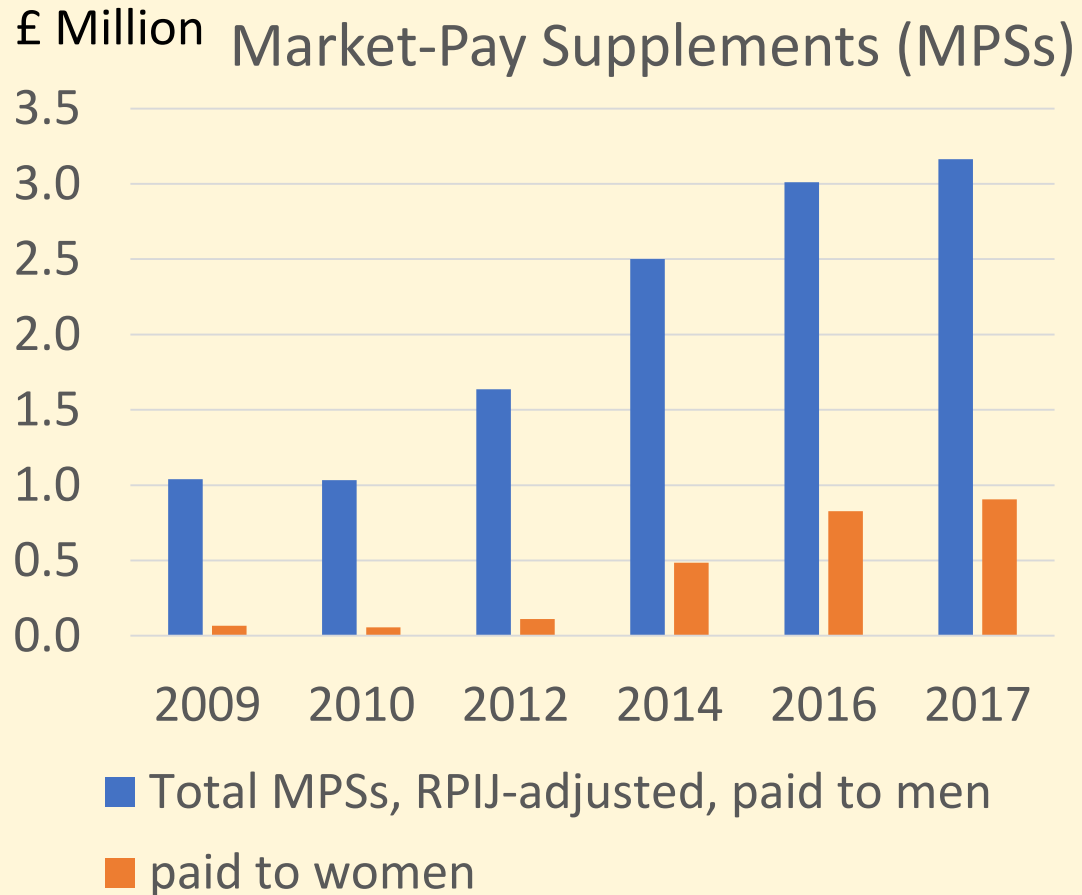
- Cambridge Vice-Chancellor pay, CPI-adjusted
- Median academic pay (spine point 38), CPI-adjusted

Cambridge: soaring capital expenditure



- What priorities?
 - Financed NW Cambridge devt.
 - £1bn in bond debt
 - Pay off with rental income from NW “affordable” housing – no long-term cap on rents!
- Board of Scrutiny: sub-inflation pay increases are unsustainable

Cambridge: large pay supplements for the few



- MPSs in 2017:

- 70 women

- 180 men

- Increased reliance as real-terms pay depreciates

- Gender Pay Gap at Cambridge:

- 20.0% in 2017

- Growing share due to bonus pay

Source: UCAM Gender Pay Gap reports

Precariousness in HE at record highs

- HE staff nationwide:
 - 70,000 (25% of total) on fixed-term contracts
 - 72,000 (26% of total) on “atypical” contracts – incl. zero hours, hourly paid,...
- Despite sector-wide parity, men hold 27% more open-ended contracts than women.
- Cambridge:
 - 4,000 postdocs – doubled in 15 years
 - 898 staff with TES contracts last year

Sources:

- Higher Education Statistics Agency
- UCAM PdOC Society
- FOI request on TES

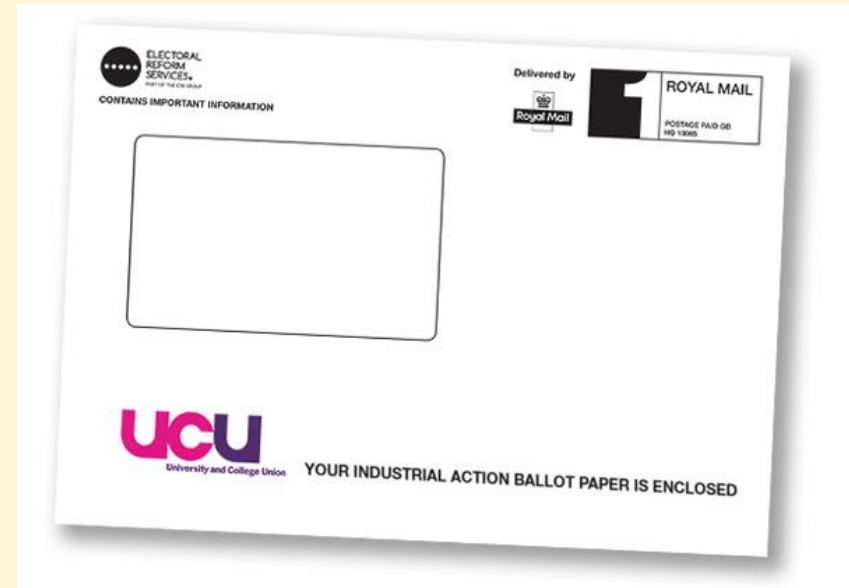
Workloads: an alarming trend

- 38% academics work over five hours at the weekend
- Over the last 3 years, 4 out of 5 staff report:
 - Increase in pace of work
 - Increase in administrative work
- Staff on 0.3 FTE and under contracts work 190% of contracted hours
- Cambridge: 53h work / week!

Sources: 2016 UCU survey, 2018 THE survey

Your vote counts!

- 2017 anti-union laws:
 - 50% threshold requirement
 - Talk to your colleagues!
- Mail your ballot for Oct. 19
- Vote **YES** to Industrial Action and **YES** to Action Short of a Strike



Questions? admin@ucu.cam.ac.uk



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