

Fair pay in 2016



We need to catch up

University staff have lost 14.5% of our pay in real terms (compared to inflation) since 2009. The only year we got anywhere near inflation was 2014 when we took strike action.

What are other people getting?

Private sector wages are rising rapidly at 3.6% a year, and the overall national average is 3%. University staff are equally deserving.

Inflation predictions

RPI is predicted to be 2.7% in November 2016, rising to 3.0% into 2017. Can you absorb that without a decent pay rise?

Travel costs

Car parking charges at this university are going up significantly, and public transport costs will rise again this year. Another thing for you to absorb?

Pensions

USS pensions are being reduced, and from April our contributions will go up from 6.5% to 8% of salary, so that's another loss. The calculations used to reduce our pensions assumed we'd get a pay rise of 2.4% in 2015, 3.6% in 2016 and 4.4% thereafter. So play fair – give us those pay rises!

Gender pay gap

In 2013/14 women academics earned 12.6% less than men. This isn't right in the 21st century, and the UCU pay claim will seek to address this.

What about senior management pay?

They are doing pretty well. In 2013/14, the average VC salary was £260,290.

Can universities afford a pay rise?

Yes. At Leeds the university put £57M into reserves last year – enough for a 17% bonus all round. And the university proudly boasts it is spending £520M on campus redevelopment projects - enough to give us all a 30% pay rise for 5 years! The HE sector as a whole has over £1 billion in operating surpluses.

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