

January 2014

Open Meeting to discuss pay in Higher Education

Following requests from members, Warwick UCU will be holding an open meeting to discuss pay in Higher Education in F1.10 (Engineering) from 2.00 to 3.00 on Tuesday, 28 January, during the second two-hour strike. We have invited the Vice-Chancellor or his nominee to discuss the issues with us. Please come along and voice your views!

Annual accounts show the pain is not evenly spread!

Last year the University once again produced a large surplus. In 2013 it was approximately £19.5m, following on from surpluses of £31m and £20m in the previous two years. Despite this, members' Christmases will not have been greatly enhanced by this year's 1% pay increase paid in December. However, life isn't so tough for all judging by the latest annual accounts!

Last year the Vice-Chancellor saw a pay increase of £16,000 (5%) on top of the £50,000 (21%) he received in 2012, taking total emoluments to £332,000. This is all happening while the total staff costs in the University have decreased rapidly since 2008.



In addition, the University must report on an annual basis the number of persons paid more than £100,000 in a financial year. The table below tracks the number of these over the past five years. While some may be surprised there are not more cases, it is important to note those hired during the last financial year from 1 August-31 July may fall under the radar as they have not been here long enough to earn over £100,000 from Warwick. **Thus last minute hires to make the REF are not included.** Despite this, in the past five years, when real pay has decreased by 13%, the number paid over **£100,000 has more than doubled!**

Pay Bracket	2009	2010	2011	2012	2013
£100,000 - 109,999	11	25	38	27	34
£110,000 - 119,999	17	21	20	21	21
£120,000 - 129,999	8	9	10	17	21
£130,000 - 139,999	8	10	12	10	19
£140,000 - 149,999	8	7	9	17	13
£150,000 - 159,999	6	7	5	6	12
£160,000 - 169,999	2	3	4	5	9
£170,000 - 179,999	1	2	3	1	2
£180,000 - 189,999	0	2	1	3	3
£190,000 - 199,999	1	2	0	0	1
£200,000 +	3	2	3	3	4
Total	64	90	105	110	129

Whilst the vast bulk of staff have received pay increases of 1% and less over the past five years, increasingly more money is being creamed-off the top to pay larger salaries for the few.

While, in the wider scheme of things, these increases are drops in the ocean for a university like Warwick, the insensitivity of such large pay increases shows a degree of contempt for hardworking staff, who are the ones that make the University what it is. In addition, the higher paid staff who are reaching the end of their career will be seeing the benefit for years to come in their USS final salary pension- a benefit which has been removed for new staff entering the University. The University claims this is an outcome of national pay bargaining but a university like Warwick carries clout in UCEA and has enthusiastically backed the changes to USS. Moreover, there is nothing to stop the University redrawing pay boundaries under the framework. However, if that were to be done, there would be less for those at the top! One interesting point to note is that this year some institutions paid non-consolidated lump sums in December (akin to a Christmas bonus) ranging from £250 to a full 2% on top of the 1% consolidated! All these universities have far less money than the University of Warwick but they are showing they value their staff more.

Support for industrial action taken at Warwick

An open letter in support of the industrial action taken by staff at Warwick has been signed by 827 students and staff and sent to the Vice-Chancellor. Please see the text below. We would like to thank those who organised the petition and all those who signed it.

Dear Professor Thrift,

We are writing to express our concern at the proposed 1% pay increase for staff at the University of Warwick. This figure is below the rate of inflation and so represents a reduction in the value of wages paid by the university. We understand that this below- inflation pay deal continues a trend in the HE sector that has seen a real terms wage decrease of 13% for university workers in the past four years. This devaluation of staff has taken place in a period in which the percentage of HE sector spending on teaching staff has shrunk from 58% to 55%. Finally, we observe that by 2012 the University of Warwick had accumulated a surplus

of £31m. This suggests that the current pay settlement is neither necessary nor inevitable.

As you will be aware, the vast majority of students on taught courses at this university are expected to pay for their study. You will also be aware that the amount incoming students are expected to pay has recently risen dramatically. We are dismayed that at a time in which the university is charging more than ever before for education, it is decreasing the amount that it pays for educators and the staff that support them. An investment in staff is an investment in students.

We support union members in their demand for a fair pay settlement. We hold the University of Warwick and the UCEA responsible for the loss of earnings and contact time that will result from industrial action on the 3rd of December. We are angered that students are put in a position where they must either forego valuable contact time, or cross a picket line of their staff and peers.

We urge the university to recognise the damage its current actions are doing to itself and those that depend upon it, to respect its students and staff, and to find a pay solution that demonstrates its recognition of its primary function in society. Finally, given your position as Vice-Chancellor of this university, and given that you yourself have recently benefited from a pay increase of £42000, we urge you personally to bring your influence to bear on resolving this iniquitous situation in a fair and timely manner.

Yours sincerely

[The undersigned]