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**Figures and facts relating to UCU’s pay dispute, November 2019**

The collective pay negotiations

* **85%** - the approximate coverage of employees in UK HEIs covered by the national negotiations on the uplift to pay spine points; staff at Professor / equivalent and above are not covered.
* **5** – the number of trade unions involved in the collective negotiations; these are UNISON, Unite, GMB for professional services staff and EIS and UCU for academic staff (UCU also represents some senior professional staff on the ‘old’ universities).
* **147** – the number of UK HE institutions that have chosen to participate in the collective negotiations for 2019 and commit to the outcome.

Reach of the threatened industrial action

* **7.5%** - UCU members voting for strike action as a percentage of the 325,000 HE staff covered by the collective pay round. Approximately 25,000 of UCU’s 70,500 members voted to support strike action across the 147 ballots. There are 17,500 UCU members in the 57 universities where UCU has called the industrial action.
* **4** – the number of trade unions which balloted members and have not achieved sufficient support from their members to take forward action on their disputes over the 2019 pay outcome.
* **159** – the number of UK universities; **147** – the number of UK universities taking part in the 2019 collective national pay bargaining and where UCU undertook industrial action ballots; **90**– the number of these UK universities where no strike action will be taken; **57** – the number of these UK universities where UCU has called strike action having ballot results to enable this.

Pay and Percentages

* **£55,000**– The average full-time annual earnings of HE teaching professionals (ONS, 2019). The median is £52,000. Secondary and further education teaching professionals earn, on average less than £40,000 per annum while the average for all professionals in the UK is £45,000 (£44,676).
* **4.8%**- The pay increase that two-thirds of academic staff covered by the national pay negotiations will have received in 2019-20 as a result of the 1.8% pay point increase plus 3% service-based pay progression.
* **1.7%** - the official measure of inflation (CPIH) at August 2019, the date of effect of the 2019 pay uplifts negotiated through the collective arrangements. CPIH is now at 1.5% (the October 2019 figure).
* **10%**- The increase in the value of the pay spine points covering academic pay grades since 2013-14, keeping pace with the official inflation rate (CPIH) during this period. **6 years**- the period over which the pay spine points have kept their real terms value. 8% is the actual figure for the real terms loss if one goes back to 2009, as UCU does.
* **0.7%**–The extent to which RPI, used by the UCU, overestimates inflation as an annual inflation measure according to the ONS.[1] The RPI was stripped of its status as a National Statistic in 2013 and is due to be phased out of use by 2030.[2] The National Statistician ‘strongly discourages’ the use of RPI as a measure of inflation[3] while the ONS calls it ‘a very poor general measure of inflation’. An IFS independent review concluded that RPI is ‘statistically flawed’ and ‘upwardly biased’.

Sector finances

* **47 –**The number of HEIs that reported a deficit in their 2017-18 financial statements. The number in 2018-19 is expected to rise.
* **£20bn**– The total investment in their staff by UK HEIs in 2017-18 (HESA). This is **6 times** the £3.3bn spent on buildings and facilities. UCU claims that HEIs prioritise buildings over their employees.

Workforce issues

* **21.9%**- the increase in permanent appointments in the HE workforce in the last 6 years (HESA 2017-18, UCEA workforce survey) compared to a 8% increase in fixed-term contracts and a 16% decrease in casual contracts.
* **16.1%**- the fall in the number of ‘atypical’ / casual employees since 2011-12.
* **2.3%**- the proportion of academic work delivered by people on a flexible ’zero hours’ arrangements, with the large majority of these in performing arts and continuing education (e.g. evening classes).
* **7**– The percentage point fall in the HE gender pay gap over the last decade (from 22.3% to 15.5% - ONS, median earnings). The 15.5% figure in HE compares to a gender pay gap of 17.3% in the UK as a whole (ONS, 2019).
* **7.6%**- the voluntary turnover rate in HE (unchanged for some years), which compares to 12.9% in the wider economy.

 [1] [www.ons.gov.uk/economy/inflationandpriceindices/articles/shortcomingsoftheretailpricesindexasameasureofinflation/2018-03-08](http://www.ons.gov.uk/economy/inflationandpriceindices/articles/shortcomingsoftheretailpricesindexasameasureofinflation/2018-03-08)

[2] It is only still produced due to complications relating to its use in index-linked financial instruments (about £500 billion of index-linked gilts) and long-term contracts.

[3] [www.statisticsauthority.gov.uk/wp-content/uploads/2016/03/Letter-from-John-Pullinger-to-Sir-Andrew-Dilnot-090316.pdf](http://www.statisticsauthority.gov.uk/wp-content/uploads/2016/03/Letter-from-John-Pullinger-to-Sir-Andrew-Dilnot-090316.pdf)

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