

## UCU AND THE PAY DISPUTE:

### WHY STAFF AND STUDENTS SHOULD BE ANGRY.

At a time when students are paying extortionate fees, when staff salaries have fallen behind by 13% (even more for casual staff) since 2008 and when salaries overseas are stripping ahead of those in the UK, the employers want us to believe a modest pay claim of inflation plus a small amount of catch up is unaffordable.

Don't believe it – this is not about resources and a 1% pay increase is an insult to our intelligence.

### IS A PAY RISE ABOVE 1% AFFORDABLE ?

At Bath the university's income has increased by over 18% since 2009. Over the same period, the number of core staff has gone up by over 10% but staff costs have increased by only 6.8%.

	2009	2013
University income (£m)	175759	208139
Staff costs (£m)	103018	110064
Staff costs as a % of income	58.6%	52.9%
Number of 'core staff'	2417	2741
Number of casual workers	N/A	2605

These numbers do not include the costs of casual staff. There are almost as many casuals as 'core staff, and they do ALL kinds of jobs, including cleaning, teaching, marking, library work ...

### There is still plenty of money for the high earners

In 2012 39 staff were paid £100,000 +

In 2013 52 staff were paid £100,000 +

## **and VC pay at Bath has risen faster than the pay of other staff**

	2009	2010	2011	2012	2013
Salary and benefits in kind	275000	278000	284000	356000	384000
Pension contribution	58000	64000	65000	11000	
Total	333000	342000	349000	367000	384000
% increase over previous year		2.7	2.0	5.2	4.6

Between 2009 and 2013, VC salary at Bath increased by an astonishing 40%. If pension contributions are included, the increase is just over 15% - that looks close to what all staff would have had if their pay had kept pace with inflation.

### **Hasn't the university done more for the lowest paid ?**

The university recently introduced a pay supplement to bring 'core staff' up to a minimum of £7.65 an hour. 250 staff have benefitted from this. But the Living Wage supplement is NOT paid to over 1000 casuals (mainly students) who earn below the Living Wage.

### **A University is its staff and students not its buildings and its bank balances. We want to see good facilities at Bath for students and for staff but ...**

Last year capital spending (mainly on new buildings) was £40m, and this year it is increasing to £60m. Last year the university made a surplus of over £16m, up from £11m the year before that. It's the same at other universities - together they made surpluses of over £1 billion last year.

### **So is inflation plus a modest increase affordable?**

A 3% increase in the pay bill would not be cheap - it would cost around £2m more than the 1% we've been offered. But compared to the £37m transferred to reserves over the last 2 years it doesn't seem much at all.

### **THE MONEY IS THERE – UNIVERSITY STAFF WANT A FAIR SHARE**

Write to the Vice-Chancellor <[vc-pa@bath.ac.uk](mailto:vc-pa@bath.ac.uk)> and ask her to put pressure on the employers' body UCEA to make a fair offer.

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