

Richmond The American International University in London 2022-2023 Pay Claim:

1. A pay uplift of 11.99% for all faculty from 1st August 2022, to keep up with the cost of living (RPI) and to address some of the real terms pay lost from a lack of a pay increase since 2018
2. A minimum hourly wage of £12 for all faculty
3. For the standard working week to be 35 hours for all faculty with no loss of pay

Rationale:

It is over four years since faculty at Richmond have received a pay rise of any sort. During that period (2017-2021), the cost of living has risen by 11.99%¹, which represents a real loss of pay for faculty of £3996-£7272 pa (see Appendix A). To be clear, 2022 inflation rates (the highest for decades) were not included in the calculation. Since 2009, Richmond faculty have suffered a real terms cumulative devaluation in salary approaching 37% (RPI). We ask that the University acknowledge the financial losses of faculty over the past several years and commit to restoring pay to reasonable levels, comparable to those of colleagues at similar institutions.

This claim is submitted in the spirit of addressing the inevitable morale problems created by such facts, aligning to the vision and values of the University moving forward. This is the first such claim within the remit of the new recognition agreement signed by UCU and Richmond in 2021. We are committed to making that agreement work for the benefit of our members, for the institution that they work for, and for the students who are best served being taught by well-motivated and fairly-treated faculty.

The past two years have been dominated by dealing with the impact and consequences of COVID, both within the institution and across wider society. Richmond faculty have been exceptional in responding and adapting to the pandemic: we have managed significant changes to the way we work and ensured the highest possible levels of student support and learning experience.

Faculty at Richmond have also had to deal with the financial crisis that befell the institution in 2019 and which still hovers over us all. Our contribution to the response was committed, but also painful. Perhaps the most obvious and damaging effects were:

- The loss of classes and income stream for our Adjunct faculty
- Redundancies, furlough, freeze in pay
- Having to teach additional courses in Summer 2020 without remuneration.

In addition, there has been a wide range of significant changes and privations that faculty have had to endure which also underpin the spirit of this claim.

¹ ONS, 2022. Calculations based on RPI 2017-2021. See: ONS (Office for National Statistics), 2022. *RPI All Items: Percentage change over 12 months: Jan 1987=100*. London, UK: TSO (The Stationery Office). Available at: <<https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/czbh/mm23>> Accessed [12 April 2022].

Richmond relies on the goodwill of all employees, who regularly work well in excess of their contracted hours. As we discovered in our *Occupational Stress Survey* in 2021 over 60% of faculty worked over 40 hours per week and have done so without an increase in our pay for several years. The pandemic and the financial crisis have highlighted just how much the employer has benefitted from this additional extra-contractual commitment from faculty. It is now time for that commitment to be recognised and rewarded by the University.

This negotiating round is taking place against a cost-of-living crisis the like of which has been unseen in decades. The ongoing and predicted rise in inflation to a high of almost 11% by the end of 2022, and a 2.2% fall in real living standards², brings into sharp focus the ongoing wage devaluation of Richmond faculty. In addition, faculty will be facing a rise in National Insurance contributions from April 2022 of 1.25%, meaning a cut in take-home pay will already have been implemented by the time management receive this claim.

Our data shows that pay rates at Richmond are far inferior to the wider HE sector. According to the national HE pay spine³, Assistant Professors at Richmond earn £974- £3109 less than HE equivalent peers, Associate Professors earn £3234 - £3726 less, and Professors earn £3108 - £5109 less (see Appendix B).

The ongoing salary devaluation and the unfairness of the current pay at Richmond not only affects the morale of the faculty at Richmond, it also threatens the mission of the University to provide a leading liberal arts education as faculty look elsewhere for fair pay. The quality of education that the University can offer to students and the sustainability of the University is therefore threatened. This is set against a background of a general exodus in higher education institutions because of the trend of being overworked and underpaid.⁴ In this context Richmond will find retaining and recruiting quality faculty difficult due to salaries mapping poorly against the HE pay spine.

We are asking for an 11.99% pay uplift, even though there has been a 37% devaluation in pay since 2009. Despite currently facing the worst cost of living crisis in decades, we acknowledge the financial circumstances of Richmond, and we believe the pay uplift we propose is reasonable. It will help to recognise the exceptional commitment and sacrifice of Richmond faculty in the past 5 years and begin to address the loss of income we have suffered. In the interests of reaching a timely agreement, if this claim can be met, we will put the pay offer immediately to our members with a recommendation to accept.

- Richmond UCU Branch
(25 April 2022)

² OBR (Office for Budget Responsibility), 2022. *Office for Budget Responsibility: Economic and Fiscal Outlook-CP 648*. London, UK: TSO (The Stationery Office).

³ UCU, 2022a HE single pay spine is the nationally agreed single pay spine which covers the majority of HE institutions within the UK. See: University and College Union (UCU), 2022a. *HE single pay spine*. London, UK: UCU. Available at: < https://www.ucu.org.uk/he_singlepayspine > Accessed [12 April 2022].

⁴ University and College Union (UCU), 2022b. *“UK Higher Education: A Workplace in Crisis”*. London, UK: UCU.

Appendices:

Appendix A

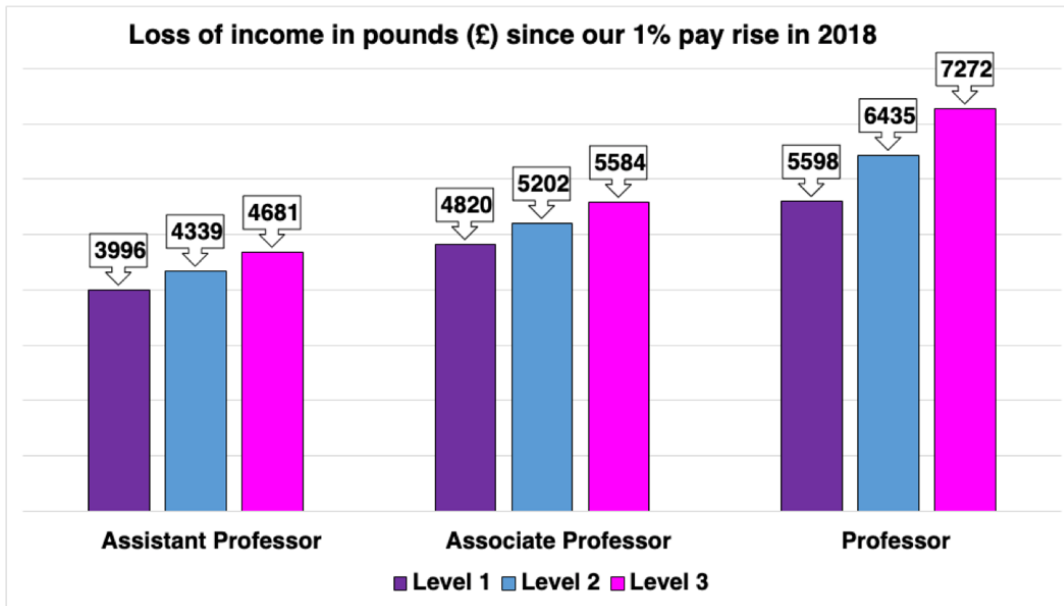


Figure 1: Pay devaluation 2017-2021, calculations based on RPI (ONS, 2022).

Appendix B

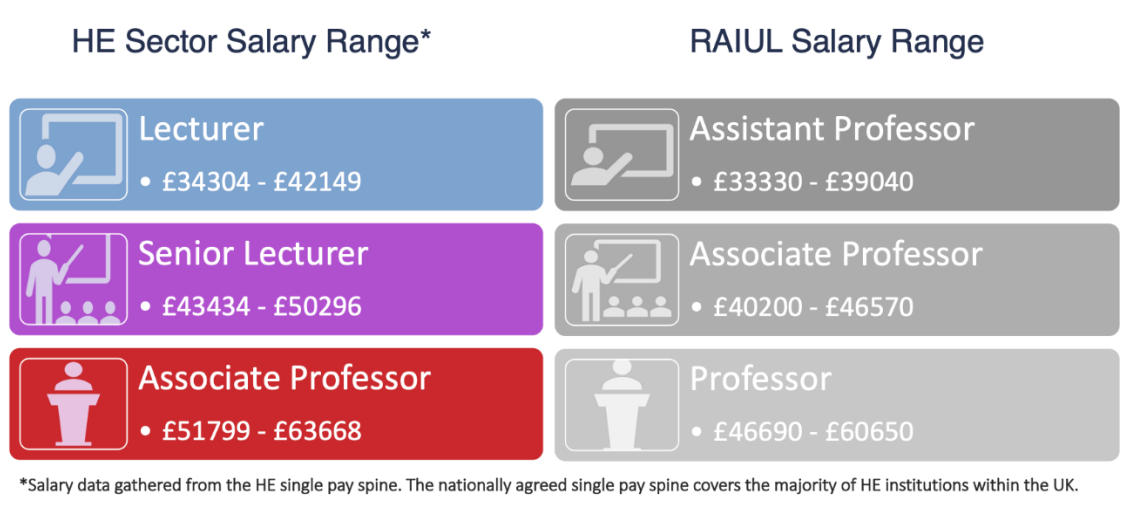


Figure 2. Comparison of HE Sector Salaries to RAIUL Pay