

UCU Pay Survey Findings March 2023

UCU Richmond Money Matters: Pay and cost of living crisis survey

5 PM, Mar 23, 2023

Please tell us about your experiences and feelings on pay at Richmond and the current cost of living crisis.

Comparison of Current Pay Scales

Comparison of HE Sector Salaries to RAIUL Pay

HE Sector Salary Range*


RAIUL Salary Range



Lecturer
• £35333 - £43414



Assistant Professor
• £34030 - £39860



Senior Lecturer
• £44737 - £51805



Associate Professor
• £41044 - £47129



Associate Professor
• £53353 - £65578



Professor
• £47110 - £61014

*Salary data gathered from the HE single pay spine. The nationally agreed single pay spine covers the majority of HE institutions within the UK.

Overview of quantitative findings

The picture is stark and bleak both for our members and for Richmond:

- 85% of respondents think the Richmond pay scale is inappropriate *and* inadequate.
- *No one* agreed their current Richmond pay is adequate.
- 80% are either considering extra work to supplement pay, or already have an additional income to help with the cost of living.
- Only 40% stated their intention to stay at Richmond this academic year. Of the remaining, 40% are considering leaving and 20% of respondents are planning to leave.

Higher Order Theme	Lower Order Theme	Description
Individual detriment	Devalued self-worth	Low pay increased stress and is affecting mental health
	Detriment to family life	Cannot afford to see elderly parents, take vacations, have less family time (working second job or overload)
	Immediate effects	No money left at month end, cycling to save money, not putting heating on, cutting meals out, struggling to meet costs of daily life
	Future detriment	Stopped personal pension contributions, poor present pay also impacts pension, increasing workload associated with lack of progression
Institutional Discontent/Disconnect	Dissatisfaction with working conditions	Increased workload due to class sizes, overload, 2 nd job, feel overworked and undervalued
	Disparity between senior management and employees widening	Pay available for external consultants and senior roles, not for the rest
	Intention to leave Richmond	Low pay a major factor, working conditions getting worse, ongoing uncertainty, poor career development

Loss of good will towards Richmond

What Richmond faculty have to say:

"Despite all the hard work we have done to save this university, I feel undervalued and unappreciated by this university."

"The hardships of low pay come on slowly and are corrosive, eroding the confidence that comes from being well-paid for a job well done and undermining the self-respect of being able to provide adequately for your family."

"My family and myself can't absorb the expenses of the university."

Acknowledgement is not enough. We need action on pay.

As Richmond's reputation for teaching excellence rests on the faculty and staff, they must be motivated and committed to the University. Only a concrete plan for pay reparations will recognise, reward, and retain faculty and staff.

UCU's pay claims calls for:

- A meaningful pay uplift for all faculty from 1st January 2024, to keep in line with the pay offers received in the rest of the sector in 2022 and 2023 and to address pay imbalances in comparison to HE colleagues
- An agreement to a multi-year pay reparation strategy that redresses faculty's real terms pay devaluation and fulfils the University's Strategic Plan (HR Plan)