



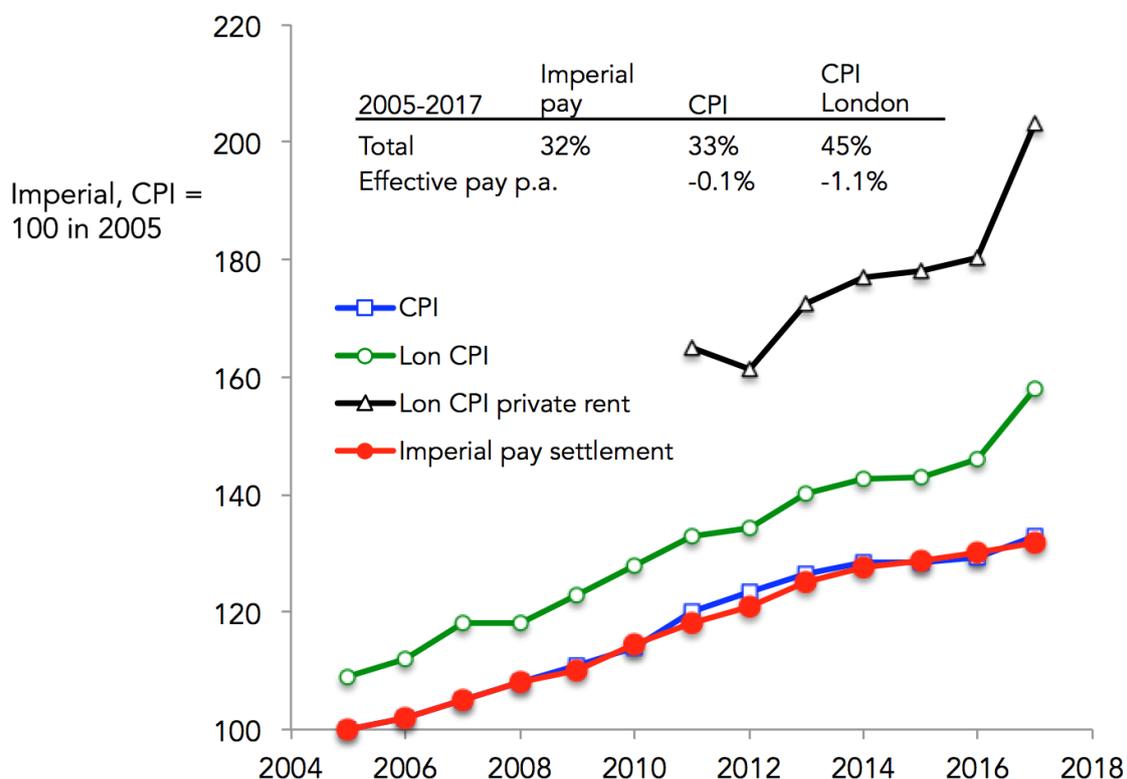
Joint Imperial College Trade Unions Pay Claim 2018

Prepared jointly by Unite, Unison and UCU at Imperial for Management, 14/5/2018

As in previous years, our claim considers both the cost of living to staff and the affordability of the settlement to College. The former is informed by ONS statistics and a report commissioned by College from NIESR quantifying the additional costs of living in London.

Pay at Imperial

Overall, since 2005 pay has failed to keep up with even the narrowest national measure of inflation, CPI, currently at 2.3%. CPI does not include the additional expense of living in London or the cost of housing. On the same CPI measure calculated by NIESR for London, Imperial pay has fallen by an average of 1.1% a year since 2005. With housing costs included, the fall in pay at Imperial in real terms is even greater. Indeed, the NIESR figures show that since 2011 the cost of living in London including housing (London CPIH) has risen twice as fast as pay at Imperial. As a result, Imperial staff have lost a very significant proportion of their wages in real terms. See the plot below.



Affordability

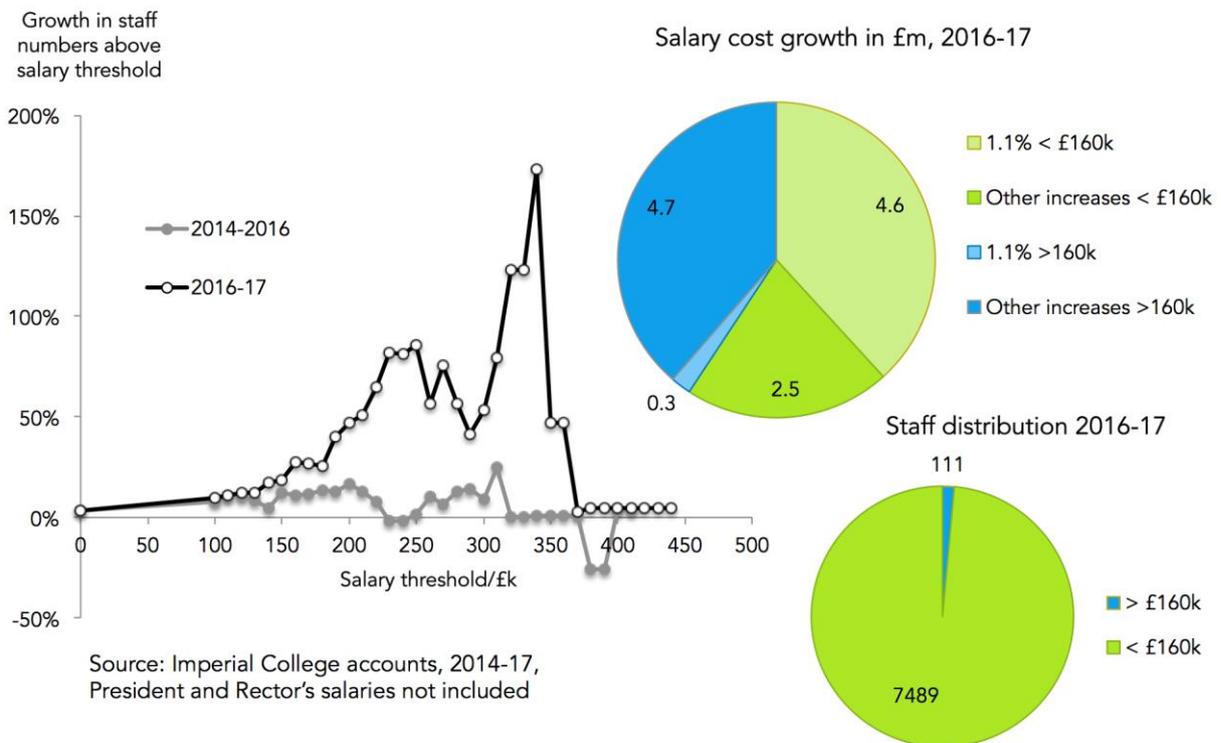
The unions accept that our claim has to be seen in the light of affordability to College. Imperial continues to make surpluses in excess of its own expectations while management repeat that there is not enough money to meet the increasing costs of living in London. The divergence between management projections and the reality faced by staff living in London has never been larger than at present.

The annual accounts also show a consistent pattern of reductions in the proportion of College spending going to staff: between 2011-2 and 2016-7 spending on staff has fallen from 55.2% to 52.8% of expenditure. For comparison, LSE reports 56.7% and UCL 57%.

At the same time, Imperial's capital expenditure continues to rise: College has spent more than £1.42bn since 2011, of which as much as £928m came from internal surpluses. Clearly, College has chosen to devote its surplus to buildings rather than to staff.

There is, however, a notable exception to this rule. Since 2004 the increase in total salary bill has on average more or less mirrored the annual settlement. 2016-17 was different. Although the pay settlement for most staff was 1.1%, the salary bill jumped by 3.2%. Most of this increase can be identified in the College accounts as due to the exceptional increase in very highly paid staff. For example, in 2016-17 the number of staff paid more than £250,000 increased from 11 to 21.

The salary bill for the 111 staff paid more than £160k increased by £5.0 m, *more than the cost of the annual settlement for all the remaining 7489 staff put together*. This is unprecedented as can be seen by comparing the growth in numbers last year to the previous two years from 2014 to 2016.



Last year we were told that the Provost Board thought it best to 'taper' cost of living increases to allow a redistribution to the lower paid. The actual very much *larger* redistribution to the highest paid was not mentioned. Affordability has not been an issue as

far as the highest paid are concerned.

Gender Pay Gap

This year, for the first time, Imperial College has been required to publish figures for its gender pay gap. This reveals that nearly 50 years after the Equal Pay Act Imperial College still has huge gaps in the pay of men and women, with an overall median pay gap of 9.4% and a mean gap of 19.4%. For comparison, the equivalent figures are 8% and 17.5% at UCL. The number of women in the two upper quartiles remains far too low: for example, only 16% of professors are women. The report appears complacent and College has published no plans to take new action as a result of this report.

Workloads

In 2016 UCU conducted a thorough survey of workloads in the higher education sector. A large majority at Imperial (72.1%) reported that the pace or intensity of work has increased over the past three years.

Nationally, a significant proportion of academic staff say they are working unreasonable, unsafe and excessive hours (12.8%). Nearly four in ten (39.0%) academics work more than 50 hours per week and a staggering 28.5% of academic staff work an average of more than 55 hours per week. Overall, academics gave nearly two days of work per week to Imperial for free. Every year therefore members of staff are donating thousands of pounds to Imperial College and risking their health as they do so.

Casualisation of employment at Imperial College

The joint trades unions remain concerned about the number of people employed on precarious terms, believing that this is damaging for employees and for Imperial College. Imperial College employs more academics on fixed-term contracts than on open-ended ones. Fixed-term contracts are particularly difficult for members of staff, making it difficult to obtain decent housing, plan ahead or develop careers and make it harder for Imperial to build successful, stable teams of researchers and teachers. These figures from 2015-6 show the difference between Imperial College and UCL:

	Total academics		Total non-academics	
	Open ended term	Fixed	Open ended term	Fixed
Imperial College	1,961	2,410	3,083	788
UCL	6,922	296	4,806	189

Although UCL has twice as many academics as Imperial, it employs only slightly over 10% of the number of academics on fixed-term contracts. Equally, it employs 50% more non-academics but has only a quarter of the number of fixed-term contracts. Imperial's use of fixed-term contracts is clearly unnecessary and out of line with similar universities.

Our claim:

- **7.5% or £3000 (whichever is the highest) to cover the decline in Imperial pay over the past year relative to inflation in London and as an installment towards the massive shortfall in Imperial College pay settlements over the past 12 years.**

- **The same increase applied to the College Worker rate with a commitment to pay at least the London Living Wage at all times.**
- **A commitment to close the gender pay gap by 2020.**
- **Action on workloads to ensure that members of staff at Imperial do not routinely work beyond their contracted hours and to harmonise contractual hours at 35 / week.**
- **An agreement with the trades unions to reduce the use of fixed-term contracts and to convert existing contracts into open-ended ones.**