

Kirsten Hylan

From: Jenny Higham
Sent: 28 April 2023 15:08
To: [REDACTED]
Subject: Fwd: UCEA communications in response to UCU MAB
Attachments: UCEA '3 in 3' comms for UCU MAB - 26 April 2023.docx; UCEA Briefing - Student communication messages April 2023 - revised 26 April.docx; Draft letter for Hols to respond to local MPs - 26 April 2023.docx

I think these are really clear eg 3 in 3 and we should have them up our sleeve if needed
Best

Jenny

From: [REDACTED]
Sent: Wednesday, April 26, 2023 3:10:59 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: UCEA communications in response to UCU MAB

26 April 2023

To: Heads of Institution and HR Directors. Please share with communications colleagues as appropriate.

Dear colleagues,

With the UCU's Marking and Assessments (MAB) boycott well underway we are providing further communications and reminding colleagues of the available materials.

UCU's new [Marking and assessment boycott 2023](#) page now includes campaign resources and new FAQs. UCU's '[we have your back](#)' campaign focuses on students and social/local media and is reacting to HE institutions' pay deductions as employers prioritise mitigations to support students. UCU's campaign includes '[Ask your MP to put pressure on university vice-chancellors](#)' letter templates and there are also templates for MPs -

<https://twitter.com/ucu/status/1650921210472022022?s=12&t=5aoywn6ey0qkPMRngGHkzw> - both in reaction to MAB pay deductions.

UCU's HEC will meet on Friday 28 April to consider their recent [special conference outcomes](#).

UCEA communications materials

Members are encouraged to communicate regularly with staff and students and are reminded that UCEA's [2023-24 pay round communications materials page](#) hosts adaptable messages, and these now include the new and updated:

- UCEA '3 in 3' key messages for UCU MAB
- UCEA student communication for HEIs
- Draft letter in response to MPs.

Members are also reminded that UCEA's most recent statement, [HE institutions have a duty to protect their students during the MAB](#) is for HE institutions to use in reaction to UCU's unfair claim that HE employers withholding pay for not fulfilling contracts are simply "threats" that are "aimed at intimidating". HE institutions have a duty to protect their students and so they reject partial performance and - as UCU knows - they are legally entitled to withhold full pay for partial performance of duties such as MAB.

UCEA IA/MAB HR guidance and Q&As

UCEA's industrial action/MAB [guidance](#), includes specific guidance for withholding pay for staff participating in the MAB, and includes the legal position and FAQs. Members are reminded that the guidance is updated regularly and is confidential and should only be made available to senior HR and other managers. The guidance includes suggestions on how to identify whether staff are participating in the boycott.

For media enquiries and communications support please contact [REDACTED]
[REDACTED] If you have any HR specific questions, please contact the [REDACTED]
[REDACTED]

Kind regards,

[REDACTED]

Universities and Colleges Employers Association
Woburn House
20 Tavistock Square, London
WC1H 9HU
www.ucea.ac.uk

Kirsten Hylan

From: Jenny Higham
Sent: 13 April 2023 14:55
To: [REDACTED]
Subject: Re: Board term

Happy - many thanks for asking

Professor Jenny Higham

From: [REDACTED]
Sent: Thursday, April 13, 2023 3:53:46 PM
To: Jenny Higham <jhigham@sgul.ac.uk>
Subject: Board term

Dear Jenny,

I hope you are well and have a good break?

Your first term on the UCEA Board comes to an end on 12 June 2023, normally board members would have a second term of 4 years on the Board. I am hoping that you would like to continue you on the board for a second term and unless you have any objections, would you be happy for me to confirm this at the board meeting in April?
Best wishes,

[REDACTED]
Universities and Colleges Employers Association
Woburn House
20 Tavistock Square
London WC1H 9HU

[REDACTED]
www.ucea.ac.uk

Kirsten Hylan

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>
Sent: 12 April 2023 16:22
To: [REDACTED]
Cc: [REDACTED]
Subject: UCEA infographics: Benefits of Working in HE
Attachments: Benefits of working in HE - (health, wellbeing and family).pdf, Benefits of working in HE - (travel and leave).pdf, Benefits of working in HE - (pensions).pdf

12 April 2023

To: Heads of Institution, HR Directors, Finance Directors, COOs, Communications Directors
Please distribute to: Communications staff and Pensions staff, and others as appropriate

Dear colleague,

Please find attached UCEA's new set of infographics 'Benefits of Working in HE', all of which are for members to use, as required. The aim is to assist members in communicating the often overlooked excellent benefits and conditions available to sector employees.

Members are reminded that UCEA's extended strategic plan, [Agility in a time of uncertainty](#) includes, 'Supporting employer aspirations to enhance the employee experience (EX)' as its [second strategic priority](#). The (members only) [EX launch](#) in autumn 2022 helped to deliver on the commitments set out under this ongoing priority and these communications are driven by workstream 3 which is building a 'narrative for HE as a sector of employers of choice'. It is hoped that *The Benefits of Working in HE report* and these infographics help to promote the progressive employment practices of the sector.

Internal communications are vital and hopefully these infographics prompt some ideas for institution specific infographics you may choose to develop to highlight your Total reward offer and your HEI's employee value proposition (EVP).

Benefits of Working in HE infographics are available on an open access page of the [UCEA website](#) as pdfs and individual jpegs. The first new page covers health and wellbeing, sick pay and leave while the second page focuses on travel schemes, annual leave and flexible working. The third page is dedicated to the topical pension contribution rates.

These infographics will be edited when figures change, and we recognise that many may already be dated as circumstances change so rapidly. All [UCEA infographics](#) are accessible to all with some currently being updated and adjusted when figures from sources change.

Please note that any ideas for blogs or case studies, linked to Benefits of working in your HEI or EX developments, will be most welcome.

Kind regards,

[REDACTED]

 Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. This information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

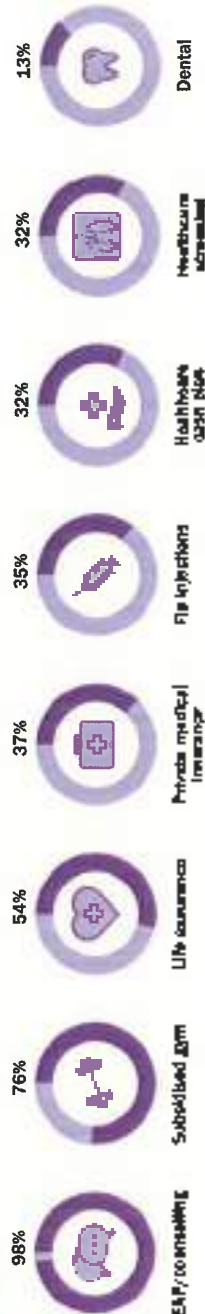
Benefits of working in HE

Health and wellbeing

- Nearly all HEs offer staff an employee assistance programme/counselling.
- Three quarters offer access to a subsidised gym, half offer life assurance.
- Around a third offer private medical insurance, flu injections and health/fitness screenings.²

2. UCEA's Benefits of Working in HE report

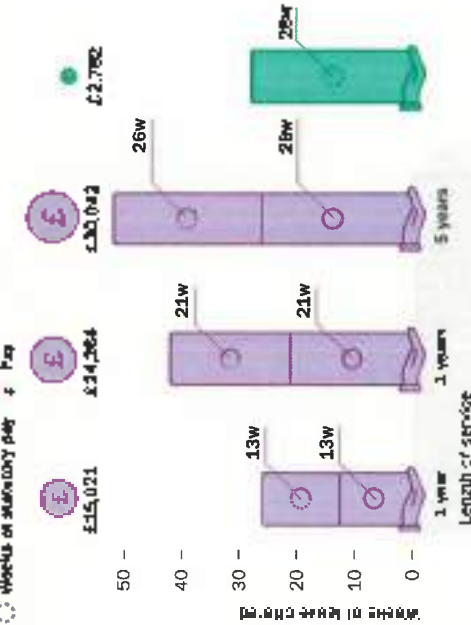
Percentage of HEs offering the benefit



EAP/counselling

Sick pay

- Higher education
- Dental sectors
- Other sectors

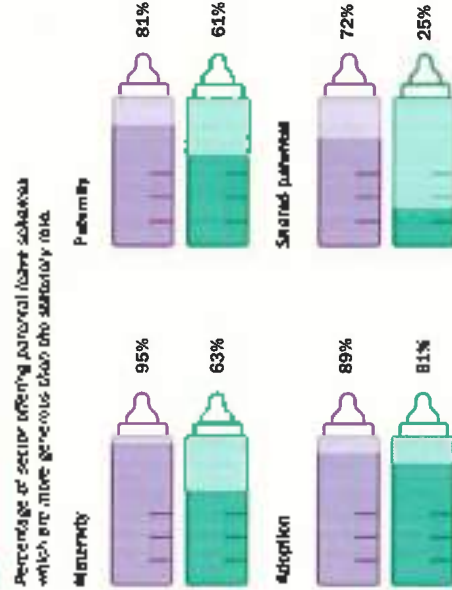


- After a year's service, HEs offer their staff 13 weeks of sick leave at full pay and 13 weeks at half pay.³
- HEs offer staff with five years' service 26 weeks at full pay and 26 weeks at half pay after five years' service.
- Thus paid leave has a value of £30,042, the value of parental pay is based on higher education median gross weekly pay of £770.30.
- Sick leave given at full and half pay compares favourably with statutory sick pay which is £109.35 per week for 28 weeks.⁴

1. UCEA's Benefits of Working in HE report
 2. This uses UCEA's Annual Salary of HEs and Education Staff 2022
 3. Statutory sick pay

Family leave (paid)

- High education
- Dental sectors
- Other sectors

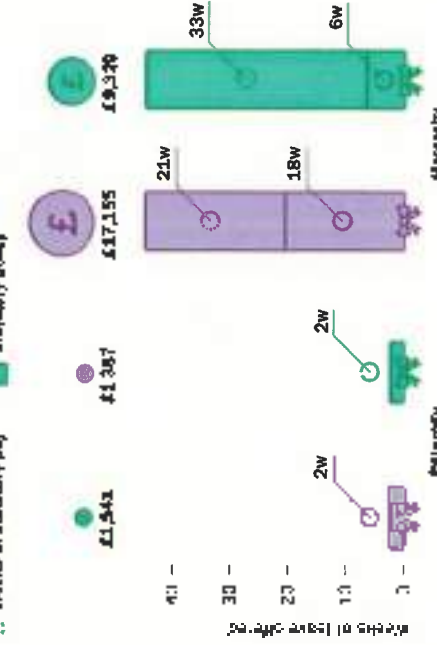


- 95% of HEs offer maternity pay/leave that is more generous than the statutory rate⁵ as compared to 63% of employers in other sectors.²
- Higher education is more likely than other sectors to offer parental, adoption and shared parental leave policies that are more generous than statutory policies.²

2. UCEA's Benefits of Working in HE report
 3. Statutory parental pay is £109.35 per week for 26 weeks at 1/2 rate
 4. Statutory adoption pay is £109.35 per week for 12 weeks at 1/2 rate
 5. Statutory adoption pay is £109.35 per week for 12 weeks at 1/2 rate

Family leave pay

- Weeks at full pay
- Weeks at half pay
- Weeks at statutory pay



- At the median, higher education employers offer maternity, adoption and shared parental pay that has a value of £17,155.⁶
- This represents twice the total value of statutory pay (£9,329).
- HEs typically offer 18 weeks of maternity leave at full pay and 21 weeks at half pay, as compared to the statutory entitlement which offers 6 weeks at 90% of full pay and then 39 weeks at 1.15x.56 per week.
- Only two-fifths of employers outside of HE offer six weeks or more of maternity leave at full pay.⁷

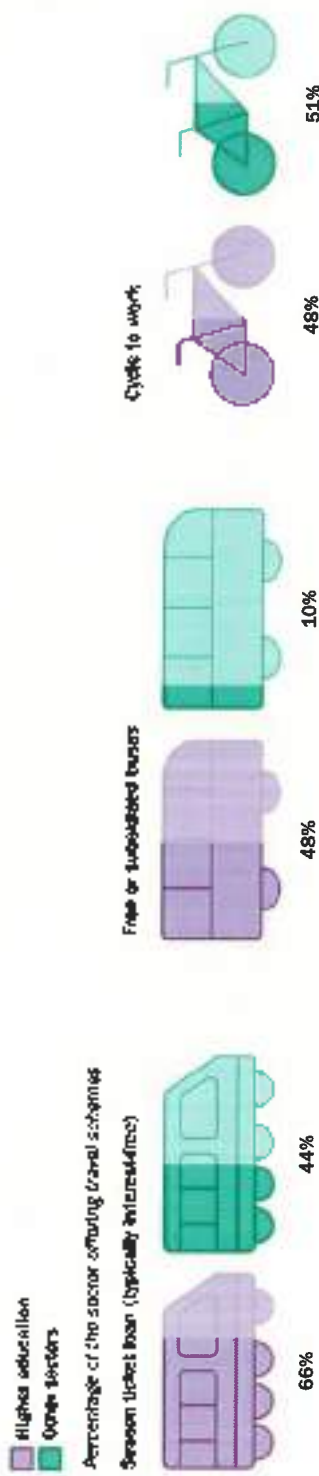
6. UCEA's Benefits of Working in HE report
 7. The value of statutory pay is £9,329 at an adoption employing gross weekly pay of £770.30 from the ONS Annual Salary of HEs and Education Staff 2022
 8. Maternity leave and pay: April 2011 survey 2022

Benefits of working in HE

Travel schemes

- HEIs are more likely to offer travel schemes than employers in other sectors.
- Two thirds of HEIs offer subsidised travel as compared to around half of employers in other UK sectors.^{1,2}
- Half of HEIs offer subsidised/free buses to staff as compared to a tenth of employers elsewhere. Almost all HEIs offer cycle-to-work schemes as compared to half of employers elsewhere.

1. ICA's Benefits of Working in HE survey
2. 2022/2021 Program Management Survey



Annual leave

- Annual leave is more generous in higher education than in other sectors.
- Excluding bank holidays (8 days) and annual closures (4 days), academic staff have 33 days of annual leave and professional services staff have 26.5 days as the median.¹
- Other sectors typically offer their staff 25 days of leave² and the statutory entitlement is 20 days.

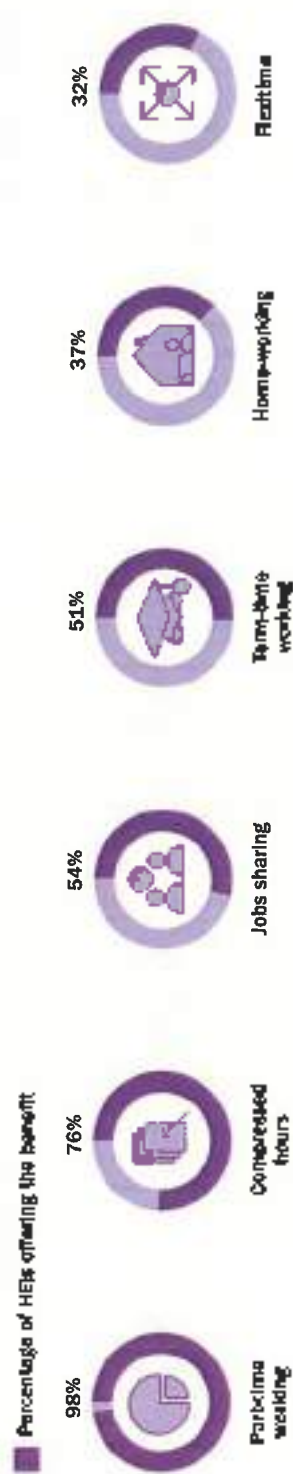
1. ICA's Benefits of Working in HE survey
2. Annual Leave: Employer Survey 2022



Flexible working

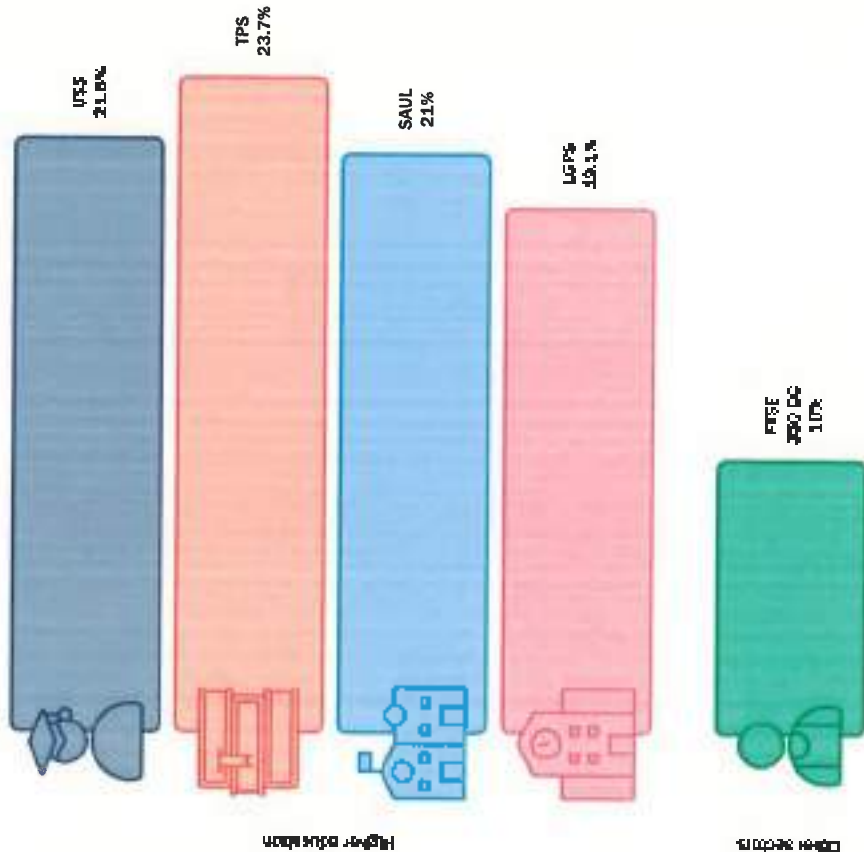
- Nearly all HEIs offer part-time working for staff and a majority of HE employers offer compressed hours, job sharing schemes and term-time working.¹

1. ICA's Benefits of Working in HE survey



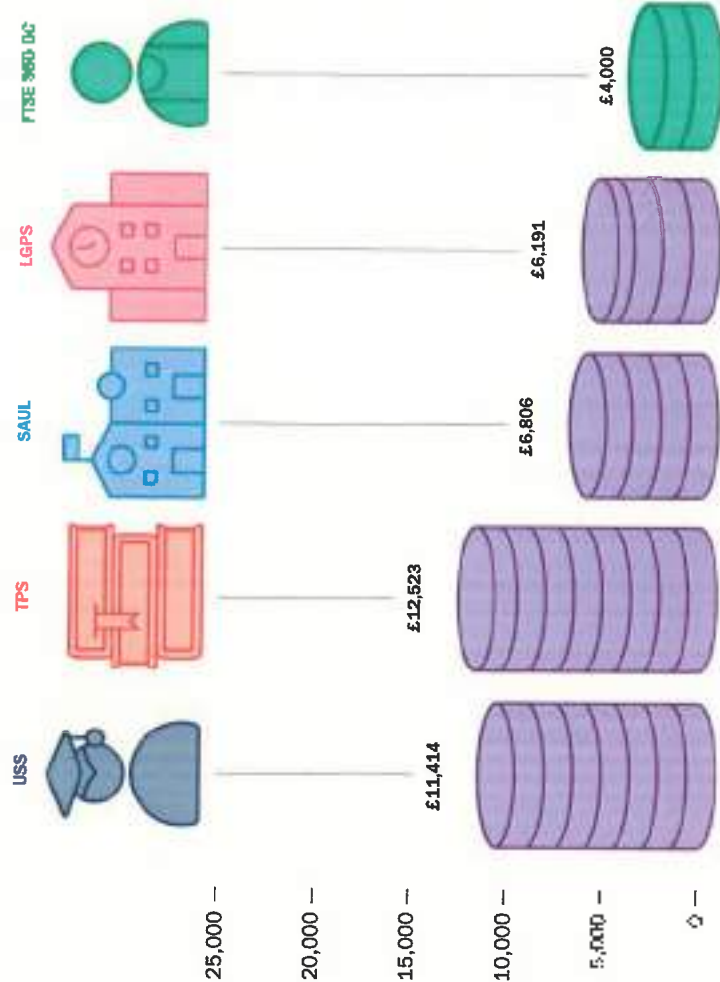
Benefits of working in HE

Pension contribution rates



- The employer contribution rates are up to date as at Q1 2023.
- The HE schemes provide Guaranteed Defined Benefit pensions.
- 0.8% of new employees within the FTSE350 join a Defined Contribution (DC) scheme
- In a DC scheme, members build up their own pension pot which they use to secure a pension.
- The Teachers' Pension Scheme (TPS) rate shown is for England & Wales.
- The Local Government Pension Scheme (LGPS) rate is a median figure for HEs in ESW based on UGFA research.
- The FTSE350 contribution rate shown is based on research by Willis Towers Watson.

HE employer contribution
 FTSE 350 employer contribution



- The figures shown represent the monetary amounts paid by HEs into the respective HE pension schemes.
- The USS and TPS figures are based on an average on the point 4.3 earning £52,841.
- The SAUL & LGPS figures are based on a professional services staff member on spine point 25 earning £32,411.
- These two salary figures broadly represent the median for these two respective groups of staff in HE, as at February 2023.
- The FTSE350 figure is based on a median salary of £41,000 and a 10% employer contribution.

Kirsten Hylan

From: [REDACTED]
Sent: 17 May 2023 17:20
To: Board Members
Cc: [REDACTED]
Subject: FW: UCEA news release - UCU must be honest with their members when it comes to the 2023-24 pay round
Attachments: 20230517 - UCU must be honest with their members when it comes to the 2023-24 pay round.docx

Dear [REDACTED]

Please find attached and below a UCEA news release "UCU must be honest with their members when it comes to the 2023-24 pay round" recently circulated to Heads of Institution and HR Directors

[REDACTED]

Universities and Colleges Employers Association
Woburn House
20 Tavistock Square
London WC1H 9HU

All UCEA staff work in a blended pattern of office and remote working. If you require an urgent response to a general query, please email enquiries@ucea.ac.uk. UCEA members are encouraged to login to the members area of [our website](#) to access [Member Resources](#) to explore content across key topic areas.

P Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

From: [REDACTED]
Sent: Wednesday, May 17, 2023 4:35 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: UCEA news release - UCU's must be honest with their members when it comes to the 2023-24 pay round

17 May 2023

To: [REDACTED] Please share with communications colleagues as appropriate.

Dear colleagues,

UCU's IA campaigning and social media material is now focusing on [their own analysis of sector finances](#).

While this has not yet achieved national media coverage, UCEA did release [UCU's must be honest with their members when it comes to the 2023-24 pay round](#) (and attached) in response. Our statement, clarifying why their claims and calculations are unfair and unclear, are intended for our member HE institutions to adopt and adapt accordingly in their own communications. It is important that UCU's messages don't go unchallenged. Furthermore, the OfS annual report on financial sustainability is due tomorrow, reigniting interest in sector and institution finances.

We appreciate the positive feedback received from our [UCU's MAB impact limited but HE institutions prioritise protecting their students](#) media release on Monday. Members and media found the updated feedback on the impact of the MAB on students at their HE institutions particularly useful. UCEA will look to collect similar data via a poll next week.

To ensure rounded messages members are encouraged to communicate regularly with staff and students and are reminded that UCEA's [2023-24 pay round communications materials page](#) hosts adaptable messages, including:

- UCEA '3 in 3' key messages for UCU MAB
- UCEA student communication for HEIs
- Draft letter in response to MPs
- UCEA template response to UCU message of sector deficits

For media enquiries and communications support please contact [REDACTED]

If you have any HR specific questions, please contact the [REDACTED]

Kind regards,

[REDACTED]

Universities and Colleges Employers Association
Woburn House
20 Tavistock Square, London
WC1H 9HU
www.ucaa.ac.uk

17 May 2023

UCU must be honest with their members when it comes to the 2023-24 pay round

[UCU's latest attack](#) on UCEA and its member HE institutions claims that the sector is awash with cash. Furthermore, UCU is urging members to partake in a marking and assessment boycott (MAB) while trying to convince members that there is a possibility of more pay and that UCU's HEC is not responsible for walking away from the pay round.

By reporting combined sector surpluses, UCU ignore the autonomous nature of individual HE institutions which means that a surplus at one institution cannot be used to pay the staff costs in another. UCU needs to understand how university finances such as surpluses work. *Buifd's 'A guide to Understanding University Finance'* explains that 'It is not sufficient for a higher education institution to only generate enough income to cover the costs associated with its activities. It needs to generate a surplus and show positive cash flows.*' This year, even excluding pension liabilities, 27 participating HE institutions are in deficit, and a further 27 have a surplus of between 0% and 3%. This means the final pay offer of between 8% and 5% for 2023-24 will already be difficult for a number of participating HE institutions.

Raj Jethwa, Chief Executive of UCEA, said:

"UCU's consistent attacks, based on incorrect claims, are disheartening to students and staff. UCU must be honest with its members about the fact that there is no possibility of new or revised pay offers in the 2023-24 pay round. HE institutions have honoured the early uplift that is part of the highest uplift in nearly 20 years of collective HE pay negotiations, but they have also consistently confirmed that this is the limit of affordability.

"The [Acas agreed pay related ToR](#) were renegotiated and adjusted by employers on numerous occasions before UCU negotiators were satisfied with them. UCU's HEC then undermined weeks of tireless joint work by recommending members reject the proposals driven by their very own negotiators. The consultative ballot still only resulted in a [narrow rejection with minimal respondents](#).

"UCU's latest claim that employers walked away from ToR negotiations is false and we are sat at the table, waiting for UCU and the other trade unions to respond. The ball is in UCU's court and if the boycott is called off, UCEA retains its strong desire to begin constructive dialogue with the trade unions on the basis of the Acas terms of reference. However, UCU has not even responded to [our letter](#) and, as their ongoing MAB attack on students continues, we have an obligation to consider the terms of reference to have lapsed. We hope that UCU and the other trade unions respond by the deadline of Thursday 18 May."

*Buifd's 'A guide to Understanding University Finance'
- <https://www.buifd.ac.uk/knowledge-hub/understanding-finance/>

ENDS



Kirsten Hylan

From: Jenny Higham
Sent: 15 May 2023 19:25
To: [REDACTED]
Subject: FW: UCEA news release - UCU's MAB impact limited but HE institutions prioritise protecting their students

FYI
J

From: [REDACTED]
Sent: Monday, May 15, 2023 5:50 PM
To: [REDACTED]
Subject: UCEA news release - UCU's MAB impact limited but HE institutions prioritise protecting their students

15 May 2023

To: [REDACTED] Please share with communications colleagues as appropriate.

Dear colleagues,

Please note that with the UCU's Marking and Assessments (MAB) boycott ongoing campaign claims we are providing regular communications for members.

We have just released [UCU's MAB impact limited but HE institutions prioritise protecting their students](#) as it includes new MAB feedback from HE institutions and explains why that the ball is in UCU's court. HE institutions have a duty to protect their students and so they reject partial performance and - as UCU knows - they are legally entitled to withhold full pay for partial performance of duties such as MAB.

Members are encouraged to communicate regularly with staff and students and are reminded that UCEA's [2023-24 pay round communications materials page](#) hosts adaptable messages, and these now include the new and updated:

- UCEA '3 in 3' key messages for UCU MAB
- UCEA student communication for HEIs
- Draft letter in response to MPs
- UCEA template response to UCU message of sector deficits

For media enquiries and communications support please contact [REDACTED]
[REDACTED] If you have any HR specific questions, please contact the [REDACTED]
[REDACTED]

Kind regards,

[REDACTED]

Universities and Colleges Employers Association
Woburn House
20 Tavistock Square, London
WC1H 9HU
www.ucea.ac.uk

Kirsten Hylan

From: Jenny Higham
Sent: 12 May 2023 15:49
To: [REDACTED]
Subject: RE: Invitation to UCEA's Annual Members' Event on 3 July 2023

Only tentative – I do have an early dinner on already
Thanks

From: [REDACTED]
Sent: 12 May 2023 15:29
To: Jenny Higham <jhigham@sgul.ac.uk>
Subject: FW: Invitation to UCEA's Annual Members' Event on 3 July 2023

Dear Jenny, are you happy for me to accept the drinks invitation so you can go after your clinic?

Many thanks
[REDACTED]

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>
Sent: Friday, May 12, 2023 2:23 PM
To: [REDACTED]

Subject: Invitation to UCEA's Annual Members' Event on 3 July 2023

12 May 2023

To: [REDACTED]

Dear colleague

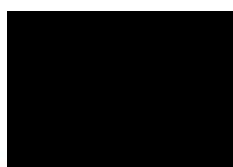
Further to my 'save the date' email of 5 April, I am pleased to be able to send you the formal invitation to our Annual Members' event on Monday 3 July.

Full details and a link to the RSVP form can be found below.

We anticipate that this will be a very popular event and to avoid disappointment we encourage you to confirm your place as quickly as possible.

We look forward to hearing from you.

Kind regards,



Book your place at our Annual Members' event



Monday 3 July 2023

Further to our earlier 'Save the Date' notification, we are pleased to provide you with the booking link for our invitation-only Annual Members' event on **Monday 3 July 2023**.

This invitation-only event for Heads of Institution and HR Directors aims to be both a learning and a social event and will take place at the **De Vere Grand Connaught Rooms, 61-65 Great Queen Street, London, WC2B 5DA**. The venue is just 5 - 10 minutes' walk from Covent Garden and Holborn underground stations.

We are in the process of securing guest speakers to speak during the afternoon on the implications of **AI for the HE workforce**, which will then be followed by an audience discussion and Q&A session. UCEA Chair **Professor George Boyna**, Principal and Vice-Chancellor, University of Aberdeen will host the event and we will also take this important opportunity to speak with you about UCEA's priorities and plans.

This year the **afternoon event** will run from **3.30 pm to 5.30 pm** and be immediately followed by a drinks **reception** which will finish around **7.00/7.30 pm**. The evening reception will have a wider invitation list to include further UCEA friends and stakeholders but the afternoon session is only for **Hols** and **HRDs** from our member **HEIs**.

We will be delighted if you can join us for either or both parts of the event.

The venue capacity is limited and to avoid disappointment we would advise you to complete the **online RVSP form** as soon as possible and **no later than Monday 12 June**, indicating which parts of the event that you would like to attend

Due to venue security a confirmation email will only be sent to those colleagues who have RSVP'd positively to attend either or both elements of the event.

If you have any questions about your attendance, please email events@ucea.ac.uk

UCEA
Woburn House
20 Tavistock Square
London, WC1H 9HU

www.ucea.ac.uk

Universities and Colleges Employers Association

A Company limited by guarantee and registered in England and Wales, Company No. 2914327
Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

 Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

Kirsten Hylan

From: [REDACTED]
Sent: 03 May 2023 13:27
To: Board Members; David Duncan; Naina Patel
Cc: [REDACTED]
Subject: UCEA news release - Further financial deficits confirm that there is no possibility of new or revised pay offers

Dear Board members and Negotiation Team,

Just released, FYI.

Best wishes,

[REDACTED]
www.ucea.ac.uk/news-releases/4may23/

3 May 2023

NEWS RELEASE

Further financial deficits confirm that there is no possibility of new or revised pay offers

New data from the Higher Education Statistics Agency (Hesa)* which [summarises the financial accounts](#) of HE institutions for the 2021-22 academic year has confirmed record deficits, providing more evidence of the inability for a new or revised pay increase.

Overall, there was a significant increase in the proportion of HEIs with deficits on the previous year and this is the highest percentage on record. Of the 144 HE institutions in 2023-24 New JNCHES collective pay negotiations an unprecedented 100 HE institutions were reported as in deficit, with just 37 in surplus. At the time of the Hesa report 7 HE participating institutions had not yet responded.

UCEA had made the final pay offer of between 3% and 5% in January. This was more than three months in advance of the usual pay talks timetable, with HE institutions and trade unions fully recognising the urgent inflationary pressures currently facing all staff. The interim pay was backdated to February – six months in advance of the usual timetable.

UCU's campaign material, urging staff members to use IA to target students, is based on impartial and dated facts and figures. The sector's '[yearly income of over £42bn](#)' is now two years out of date and hides the expenditure figure. In 2021-22, HEIs' total income was £46.9bn while expenditure was £50.9bn. This included £30.6bn of expenditure (60%) on staff.**

HE institutions are withholding pay over the UCU marking and assessment boycott as a necessity to protect students. Sector finances are not being relayed in full by UCU but their campaign [MAB details](#) are also incomplete. UCU's carbon copy letter for MPs does not contain the facts, that pay deduction for partial performance are fair measures in place to counter targeting students with industrial action that could affect some students for the rest of their lives.

Raj Jethwa, UCEA's Chief Executive said:

*This data emphasises the need for UCU to be honest with its members about the fact that there is no possibility of new or revised pay offers in the 2023-24 pay round. HE institutions have looked after staff as best they can; with [an early uplift](#) that is the highest uplift in nearly 20 years of collective HE pay negotiations alongside the Acas agreed [pay related ToR](#). Now HEIs are looking after students as best they

can: limiting any potential UCU targeted Marking and Assessment boycott which could damage their studies at this vital time of year.

"Despite the vast majority of HE institutions in deficit and the growing financial pressures facing the sector, this year's pay award is comparable to settlements in the wider economy. Home student tuition fees have been frozen until at least 2025 and many HE institutions are also looking at substantial increases in employer contributions in the Teachers' Pension Scheme***.

"The overall quantum for the pay uplift for 2023-24 was at the absolute limit of the sector's affordability but our HE institutions did permit us to accelerate this process and push the pay packet to the sector's limits."

In addition to the pay uplift, pay progression (incremental pay) takes place for around half of staff on the pay spine each year and this is typically worth 3% on top of the base pay uplift. According to the latest ONS data (2021-22) on earnings, the average UK HE academic full-time salary is £54,249 per annum. This was prior to the 2022-23 and the 2023-24 pay uplifts.

*Higher Education Statistics Agency (Hesa) - Higher Education Provider Data: Finance 2021/22
<https://www.hesa.ac.uk/news/25-04-2023/higher-education-provider-data-finance-202122>

**<https://www.hesa.ac.uk/data-and-analysis/finances/income>

***Employer contributions to the Teacher's Pension Scheme are [currently 23.7%](#) and could rise to nearer 30% from April 2024.

Only yesterday the Principals of Scotland's universities were informed by the Scottish Funding Council that the £20 million of additional resource funding allocated to the sector in December's budget by the Scottish Government is now "not available for distribution and has been identified as a necessary saving".

£20m cut "extremely disappointing"

<https://www.universities-scotland.ac.uk/20m-cut/>

Notes

JNCHES - Joint Negotiating Committee for Higher Education Staff.
The five HE trade unions are EIS, GMB, UCU, UNISON and Unite.

ENDS

For further information: Please contact

or

Woburn House
20 Tavistock Square
London, WC1H 9HU

Kirsten Hylan

From: Jenny Higham
Sent: 23 June 2023 16:58
To: [REDACTED]
Subject: RE: Urgent request from UCEA and UUK to collect data on the MAB for Government

Thanks so much and you too
J

From: [REDACTED]
Sent: 23 June 2023 16:57
To: Jenny Higham <jhigham@sgul.ac.uk>
Subject: Re: Urgent request from UCEA and UUK to collect data on the MAB for Government

Hi Jenny,

I am working on this with [REDACTED] who asked me about this earlier today. He will be submitting it following information I am providing him. The situation for us has not changed and we have not been impacted by MAB specifically - General delays have been due to normal academic progression and student circumstances which is not out of the norm.

The feedback on MBBS is that markers for SSCs have been more difficult to recruit and also we have had difficulty recruiting examiners for the CCA exams but we are not sure if this is NHS related as many staff are doing additional NHS activities following the junior doctor strikes and general pandemic catch up. For us this has just meant internal core staff have had to pick up more work to make sure we get students through boards.

Will work with [REDACTED] and get this off early next week.

Have a great weekend.

N

From: Jenny Higham <jhigham@sgul.ac.uk>
Sent: Friday, June 23, 2023 4:45:45 PM
To: [REDACTED]
Subject: Fwd: Urgent request from UCEA and UUK to collect data on the MAB for Government

Are you able to kindly see if you can complete this please? I would, but want to confirm nothing has altered. It can wait until Monday.
Many thanks
Jenny

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>
Sent: Friday, June 23, 2023 9:42:47 AM
To: [REDACTED]

[REDACTED]

Subject: Urgent request from UCEA and UUK to collect data on the MAB for Government

23 June 2023

To: Heads of Institution and HR Directors in the 2023-24 New JNCHES pay round

Urgent request from UCEA and UUK to collect data on the MAB for Government

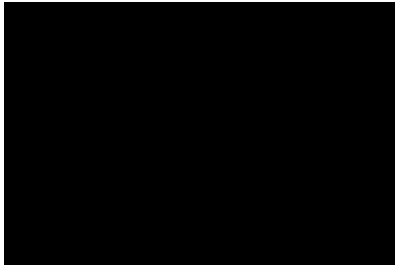
Dear Colleagues,

We have been in discussion with Robert Halfon, the Minister of State for Skills, Apprenticeships and Higher Education, to discuss the impact of the Marking and Assessment Boycott. He is keen for any information we can give him to understand the extent or limitation of the disruption, as well as the steps HEIs have taken to mitigate the impact. We would also like to provide him with the issues on which it would be helpful to have DfE support, for example concerns regarding professional statutory and regulatory bodies.

The following link will take you to a short free-text survey (five questions) which we would be grateful if you could complete. This will help us to keep a log of the issues and to share them with the Minister. You can provide the information as a named HEI or in anonymised form. Use [this link](#) to open the survey.

The Minister has asked us to provide information urgently, and so we would be appreciative to receive responses as soon as possible.

Best wishes,



Woburn House
20 Tavistock Square
London, WC1H 9HU

www.ucea.ac.uk

Universities and Colleges Employers Association

A Company limited by guarantee and registered in England and Wales, Company No. 2914327

Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

P Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

Kirsten Hylan

From: Jenny Higham
Sent: 22 June 2023 14:38
To: [REDACTED]
Subject: FW: UCEA23024 - LGPS survey 31 March 2022 valuations

Thanks
Jenny

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>
Sent: 22 June 2023 14:26
To: [REDACTED]
Cc: [REDACTED]
Subject: UCEA23024 - LGPS survey 31 March 2022 valuations

22 June 2023

This Update covers the following policy topic: Pensions

To: Heads of Institution, HR Directors, Finance Directors and all recipients of Pensions Updates
Please distribute to: Pensions Managers, Payroll Managers

Executive summary

- UCEA is conducting a survey on the 31 March 2022 valuation results in England and Wales.
- The survey aims to gather information on employer covenant, funding and contribution rates.
- The deadline for completing the survey is **Friday 21 July 2023**.

Action for members

- If you have any further queries please contact [REDACTED]

To read the Update in full please visit the following password protected page* on the UCEA website:

<https://www.ucea.ac.uk/my-ucea/my-updates/ucea-update-23024-lgps-survey-31-march-2022-valuations/>

Enquiries: If you have any queries about this Update, please contact [REDACTED]

[REDACTED] at [REDACTED]

* To read Updates in full and download any attachments you must now log in to the UCEA website. All members who had access to the old UCEA website or were on Updates mailing lists have been sent an invitation email containing a unique code to register on the website.

To request access to the UCEA website please speak to your HR Director or equivalent key organisational contact. Please ask them to set you up an account for you. If you think you should have an account and you cannot find the registration email please contact enquiries@ucea.ac.uk

Universities and Colleges Employers Association

A Company limited by guarantee and registered in England and Wales, Company No. 2914327
Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

P Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

Kirsten Hylan

From: Jenny Higham
Sent: 08 June 2023 13:42
To: [REDACTED]
Subject: RE: Invitation to UCEA's Annual Members' Event on 3 July 2023

Decline thanks

From: [REDACTED]
Sent: 08 June 2023 11:27
To: Jenny Higham <jhigham@sgul.ac.uk>
Subject: RE: Invitation to UCEA's Annual Members' Event on 3 July 2023

Dear Jenny, would you like me to accept for drinks only? Or send your apologies?

Many thanks

[REDACTED]

From: Jenny Higham <jhigham@sgul.ac.uk>
Sent: Friday, May 12, 2023 3:49 PM
To: [REDACTED]
Subject: RE: Invitation to UCEA's Annual Members' Event on 3 July 2023

Only tentative – I do have an early dinner on already
Thanks

From: [REDACTED]
Sent: 12 May 2023 15:29
To: Jenny Higham <jhigham@sgul.ac.uk>
Subject: FW: Invitation to UCEA's Annual Members' Event on 3 July 2023

Dear Jenny, are you happy for me to accept the drinks invitation so you can go after your clinic?

Many thanks

[REDACTED]

From: [REDACTED]
Sent: Friday, May 12, 2023 2:23 PM
To: [REDACTED]

Subject: Invitation to UCEA's Annual Members' Event on 3 July 2023

12 May 2023

To: Heads of Institution and HRDs at UCEA member HEIs

Dear colleague

Further to my 'save the date' email of 5 April, I am pleased to be able to send you the formal invitation to our Annual Members' event on Monday 3 July.

Full details and a link to the RSVP form can be found below

We anticipate that this will be a very popular event and to avoid disappointment we encourage you to confirm your place as quickly as possible.

We look forward to hearing from you.

Kind regards,

**Book your place at our
Annual Members' event**

Monday 3 July 2023



Further to our earlier 'Save the Date' notification, we are pleased to provide you with the booking link for our invitation-only Annual Members' event on **Monday 3 July 2023**.

This invitation-only event for **Heads of Institution and HR Directors** aims to be both a learning and a social event and will take place at the **De Vere Grand Connaught Rooms, 61-65 Great Queen Street, London, WC2B 5DA**. The venue is just 5 - 10 minutes' walk from Covent Garden and Holborn underground stations.

We are in the process of securing guest speakers to speak during the afternoon on the **implications of AI for the HE workforce**, which will then be followed by an audience discussion and Q&A session. UCEA Chair **Professor George Boyne**, Principal and Vice-Chancellor, University of Aberdeen will host the event and we will also take this important opportunity to speak with you about UCEA's priorities and plans.

This year the **afternoon event** will run from **3.30 pm to 5.30 pm** and be immediately followed by a drinks **reception** which will finish around **7.00/7.30 pm**. The evening reception will have a wider invitation list to include further UCEA friends and stakeholders but the afternoon session is only for Hols and HRDs from our member HEIs.

We will be delighted if you can join us for either or both parts of the event.

The venue capacity is limited and to avoid disappointment we would advise you to complete the **online RVSP form** as soon as possible and **no later than Monday 12 June**, indicating which parts of the event that you would like to attend.

Due to venue security a confirmation email will only be sent to those colleagues who have RSVP'd positively to attend either or both elements of the event.

If you have any questions about your attendance, please email events@ucea.ac.uk

UCEA
Woburn House
20 Tavistock Square
London, WC1H 9HU

www.ucea.ac.uk

Universities and Colleges Employers Association
A Company limited by guarantee and registered in England and Wales, Company No. 2914327
Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

 Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

Kirsten Hylan

From: Jenny Higham
Sent: 07 June 2023 12:50
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Room with internet

Brilliant – many thanks both
Jenny

From: [REDACTED]
Sent: Wednesday, June 7, 2023 12:49 PM
To: Jenny Higham <jhigham@sgul.ac.uk>
Cc: [REDACTED]
Subject: RE: Room with internet

Hello Jenny

Just writing to confirm that I have booked our Meeting Room for you to use next Tuesday between 2pm and 5.30.

With warm regards

[REDACTED]

[REDACTED]

www.ucea.ac.uk

From: [REDACTED]
Sent: Wednesday, June 7, 2023 12:41 PM
To: J Higham <jhigham@sgul.ac.uk>
Cc: [REDACTED]
Subject: RE: Room with internet

Hi Jenny,

My sincere apologies for not responding to your earlier request – I did read it and it then slipped off my radar. We can absolutely make a room available for you. I have copied Kathryn who can help with this. Also, noted re Remco paper – we will slot this at 1 pm. Look forward to seeing you next week.

Best,

[REDACTED]

From: Jenny Higham <jhigham@sgul.ac.uk>
Sent: Wednesday, June 7, 2023 11:47 AM
To: [REDACTED]
Subject: Room with internet

Hi [REDACTED]

Looking forward to seeing you at the board next week. I think you are already aware, but I have to join the George Freeman Ministerial DSIT board at 14.30 and then our university audit committee and will have to have given the

RemCom item before then please. In terms of the room, am happy to go anywhere in the building and should be out by 5.30pm. If nowhere is free, I could also sit in a corner of the foodie area.

V best

Jenny

Jenny Higham | Professor

Vice-Chancellor

St George's, University of London

Cranmer Terrace | Tooting | London | SW17 0RE

PA +44 (0)208 725 5008, Direct +44 (0)208 725 5011

jhigham@sgul.ac.uk

St George's, University of London: improving health for over 250 years

sgul.ac.uk

Kirsten Hylan

From: Jenny Higham
Sent: 06 June 2023 11:49
To: [REDACTED]
Subject: Fwd: UCEA's updated infographics on 'Income and Expenditure in HE'
Attachments: Income and Expenditure in Higher Education.pdf

For info and may be helpful
BW
Jenny

Begin forwarded message:

From: [REDACTED]
Date: 6 June 2023 at 11:43:06 am BST
To: [REDACTED]
Cc: [REDACTED]
Subject: UCEA's updated infographics on 'Income and Expenditure in HE'

6 June 2023

To: Heads of Institution, HR Directors, Finance Directors, COOs, Communications Directors
Please distribute to: Communications and HR staff as appropriate

Dear members,

Please feel free to make use of UCEA's latest set of infographics on 'Income and Expenditure in Higher Education', attached and accessible via the [UCEA infographics](#) webpage, where each image is also available as an individual jpeg. These infographics have been updated to assist members explain the many financial challenges the sector faces.

Members are well aware of the considerable discussion and media coverage surrounding the sector's finance in relation to both the 2022-23 and 2023-24 pay rounds. These infographics include the most recently published HESA statistics which cover the 2021-22 academic year. Members are welcome to use or adapt UCEA's materials to present messages that reflect their most relevant issues and develop material that includes their own numbers.

Please contact UCEA's [Communications and Research teams](#) for any queries relating to accessing the Infographics.

Kind regards,

UCEA's Communications and Research teams

[REDACTED]

Universities and Colleges Employers Association
A Company limited by guarantee and registered in England and Wales. Company No. 2914327
Registered office: Woburn House, 20 Tavistock Square, London WC1H 9NU

Income and Expenditure in Higher Education

Where does the money come from?

Income

Income in UK HEIs 2011-12 £27.9bn



Income in UK HEIs 2021-22 £46.5bn

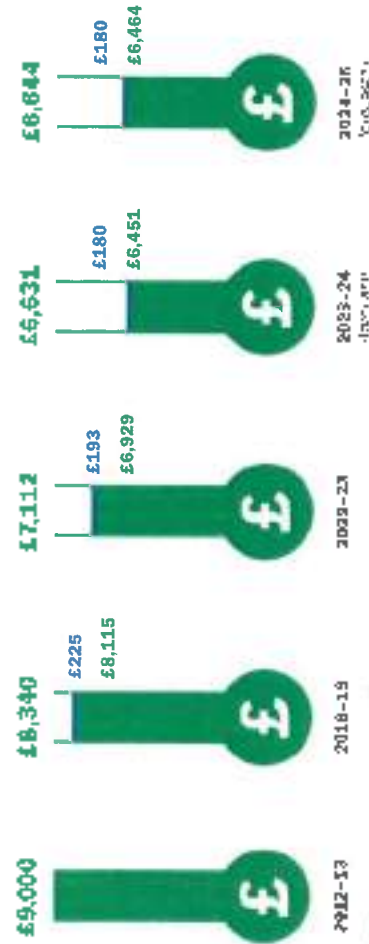


● Funding from govts
● Research grants and contracts
● Student fees
● Other

Source: HESA

What are student fees really worth?

Estimated value of the minimum £9,000 English undergraduate fee from 2012-13



● £2020 price
● 2019-20 real price
● With inflation 2015-16 to 2020
● 2022-23 real price (all year)

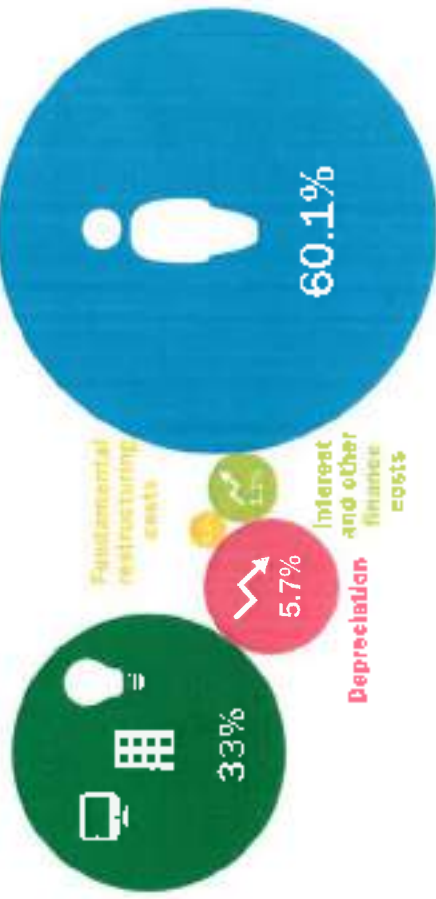
Notes: Expenditure based on CPI increase above inflation. Assuming 2.5% (assumed to be 2019-20) less than average. The £9,000 increases the real price to £8,340 in 2019-20. The real value of the £9,000 falls to £6,631 in 2023-24. The real value of the £9,000 falls to £6,844 in 2024-26.

What do UK HE institutions spend their money on?

Expenditure

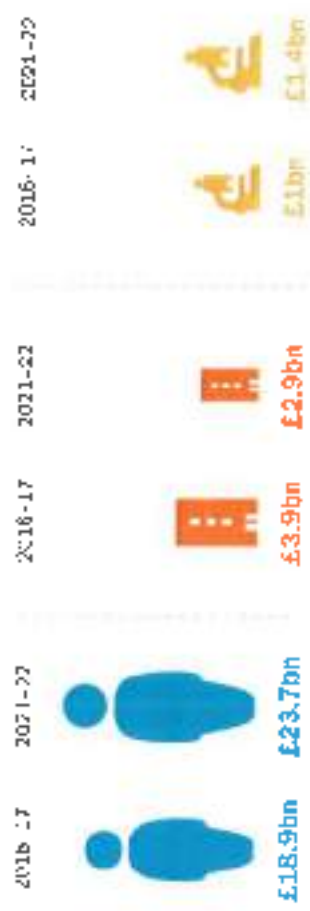
Total expenditure 2021-22

Other operating expenses



Source: HESA Education head-terms numbers (FF), Corporate analysis (CF)

How do UK HE investment increases in staff and capital expenditure compare?



26% increase in expenditure on staff
26% fall in capital expenditure on buildings
20% increase in capital expenditure on equipment

Source: HESA

Income and Expenditure in Higher Education (2)

How do HE institutions report the complexities of their finances?

HE institutions publish financial information annually. This is compiled from HE institutions' records and is audited by independent auditors against International Auditing standards. They are presented in a standard format set out in the FEHE SOPP. See the Universities UK website at www.universitiesuk.ac.uk/what-we-do/policy-and-research/publications/statements-recommended-practice

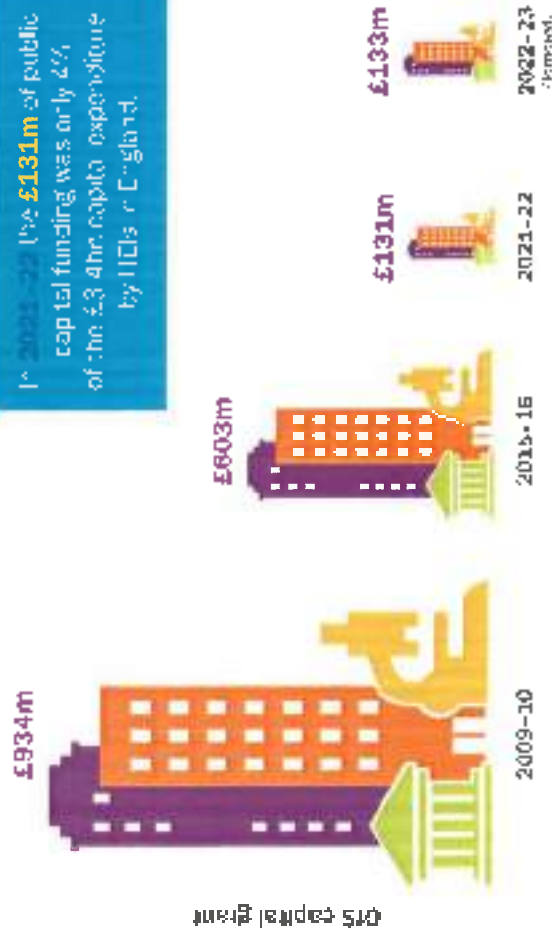
More information about how to read HE institutions' financial information is available on the British Universities Finance Directors Group (BUFDG) website at www.burfdg.ac.uk/knowledge-hub/understanding-finance

You can also find a searchable list of HE institutions' financial statements on the BLFDG website at www.burfdg.ac.uk/the-burfdg-network/financial-statements

How do HE institutions maintain investment in buildings and equipment?

Public capital funding for HE institutions in England

'Many providers rely significantly on the availability of borrowing to fund capital investment programmes and any reduction in the confidence that lenders have in the financial viability and sustainability of the sector could affect the availability and/or cost of borrowing for some providers.'¹⁰⁵

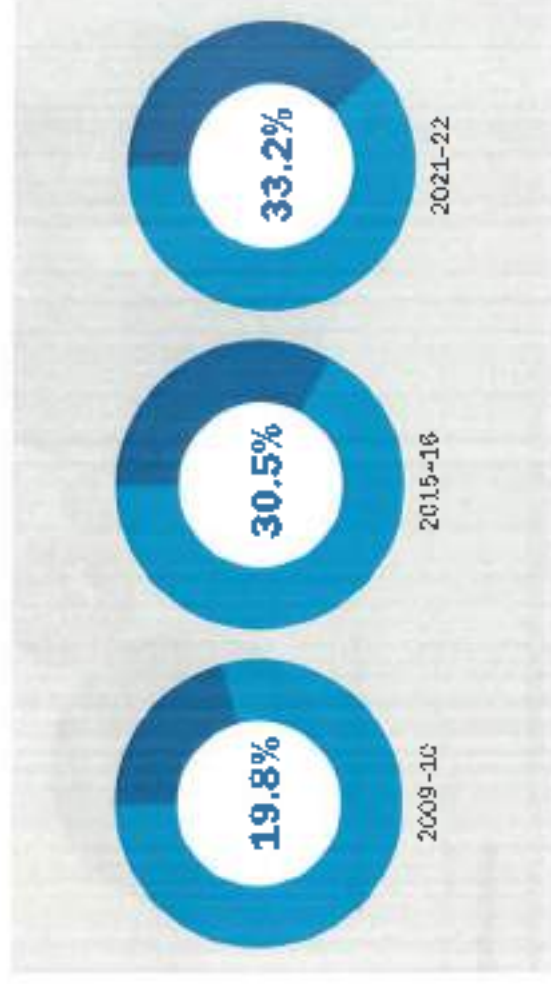


Sources: OFS, 21.10.2020, p.40-43.

How do HE institutions maintain investment in buildings and equipment?

Borrowing

As capital funding has been reduced, HE institutions have increased borrowing from 19.8% of income in 2009-10 to 33.2% of income.



Note: Borrowing includes both loans and overdrafts. Data not yet published for 2022-23. Source: HEFCE, 2010, p.44. Funding Council Source: HEFCE.

Kirsten Hylan

From: Jenny Higham
Sent: 18 July 2023 19:57
Cc: [REDACTED]
Subject: Re: UCEA Membership 2023-24

Got to be a yes. Hope the tooth went ok

Professor Jenny Higham

From: [REDACTED]
Sent: Tuesday, July 18, 2023 11:11:09 AM
To: Jenny Higham <jh1gham@sgul.ac.uk>
Cc: [REDACTED]
Subject: UCEA Membership 2023-24

18 July 2023

Dear Professor Higham

Your organisation's UCEA membership is due for renewal on the 1 August 2023. Please find attached:

- Membership subscription letter from UCEA's Chief Executive, Raj Jethwa
- Your organisation's membership invoice
- UCEA triennial member satisfaction survey 2022 - 2023

If you have any queries regarding your organisation's membership please let me know.

Kind Regards

[REDACTED]

Universities and Colleges Employers Association
Woburn House
20 Tavistock Square
London WC1H 9HU

Universities and Colleges Employers Association
A Company limited by guarantee and registered in England and Wales, Company No. 2914327
Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

All UCEA staff work in a blended pattern of office and remote working. If you require an urgent response to a general query, please email enquiries@ucea.ac.uk. UCEA members are encouraged to login to the members area of [our website](#) to access [Member Resources](#) to explore content across key topic areas.

P Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

Kirsten Hylan

From: Jenny Higham
Sent: 17 July 2023 13:22
To: [REDACTED]
Subject: FW: UCEA - Heads of Institution meeting - 8am on Wednesday 19 July

yes

From: [REDACTED]
Sent: Monday, July 17, 2023 12:16 PM
To: [REDACTED]
Subject: UCEA - Heads of Institution meeting - 8am on Wednesday 19 July

17 July 2023

To: Heads of Institutions in all UCEA member HEIs

Dear colleague

Thank you to those of you who were able to attend previous meetings for Heads of Institutions that I have hosted with the UCEA Chair, UCEA Board members and I have found the discussions that have taken place in these meetings helpful and informative, and we hope that you did too.

The next session will be taking place on **Microsoft Teams** between **8 and 9 am**, this **Wednesday, 19 July** and will discuss the current situation with **New JNCHEs**, including last Friday's meeting with UCU and the **New JNCHEs** joint secretaries.

Our next HRD Insights event to discuss New JNCHEs Issues is scheduled for next week on **Wednesday 26 July** (*an invite to HRDs will follow shortly*) and we therefore recommend that only Heads of Institution or Deputy Vice-Chancellors attend this 8 am session.

Rest assured, because of the sensitivities of the conversations the sessions will take place in a confidential space under the Chatham House Rule. We will not record this session.

The Teams link for this week's session (**Wednesday 19 July**) is:

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Future dates

This is the last scheduled date at the present time. We will gauge early next week whether we need to continue to hold these meetings over the summer.

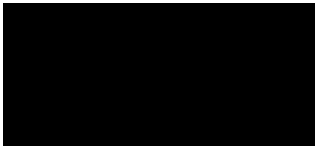
Rest assured, because of the sensitivities of the conversations the sessions will take place in a confidential space under the Chatham House Rule. We will not record any of the sessions.

Any questions?

If you have any queries about your attendance, or if you are unable to attend and would like to seek clarity on any aspect of the sessions, please do not hesitate to email events@ucea.ac.uk


I know your time is valuable, but very much hope you can join us at this discussion session. If you would like to discuss any matter related to industrial relations outside of these sessions, please do not hesitate to contact me.

Best wishes



**Universities and Colleges Employers Association
Woburn House
20 Tavistock Square
London WC1H 9HU**

Universities and Colleges Employers Association
A Company limited by guarantee and registered in England and Wales, Company No. 2914327
Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

 Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of the e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

Kirsten Hylan

From: [REDACTED]
Sent: 10 July 2023 13:12
To: [REDACTED]
Cc: UCEA All Staff
Subject: UCEA statement on QUB membership

10 July 2023

To: Heads of Institution and HR Directors at all UCEA members

Dear Colleagues,

Please see below a statement regarding Queen's University, Belfast:

UCEA statement on QUB membership

UCEA conducts collective pay negotiations with the five sector trade unions, on behalf of some 144 HE institutions, through the [New Joint Negotiating Committee for Higher Education Staff \(New JNCHES\)](#). Higher education institutions (HEIs) voluntarily decide to participate in these collective pay negotiations. When opting into sector collective pay negotiations, HEIs agree to follow the UCEA Code for Participating Employers.

Queen's University Belfast (QUB) opted into collective pay negotiations for 2023-24 and was, therefore, expected to follow the UCEA Code. On 28 June a [Joint Statement from Queen's University Belfast and the University and College Union \(UCU\), Queen's branch](#) confirmed a local agreement on pay had been made outside of the collective pay arrangements.

The UCEA Board has now had a chance to consider the representations from QUB and has concluded that this an extremely serious matter and that the actions of QUB are incompatible with continued membership of UCEA. Accordingly, the Board has informed QUB of its decision to terminate their UCEA membership for a period of three years in the first instance.

Kind regards,

[REDACTED]

Universities and Colleges Employers Association
20 Tavistock Square
London WC1H 9HU

[REDACTED]

Kirsten Hylan

From: Jenny Higham
Sent: 17 August 2023 11:58
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Urgent request from UCEA and UUK to collect latest data on the MAB for Government

Are you happy to complete this on our behalf again thanks [REDACTED]

J

From: [REDACTED]
Sent: 16 August 2023 12:43
To: [REDACTED]
Cc: [REDACTED]
Subject: Urgent request from UCEA and UUK to collect latest data on the MAB for Government

16 August 2023

To: Heads of Institution and HR Directors in the 2023-24 New JNCHES pay round

Urgent request from UCEA and UUK to collect latest data on the MAB for Government

Dear colleagues,

UCEA and UUK continue to be in discussion with Robert Halfon, the Minister of State for Skills, Apprenticeships and Higher Education and the DfE regarding the impact of the Marking and Assessment Boycott (MAB). In an open letter on 11 August, he expressed the need for higher education providers to take action 'to protect the interests of students'. As such, we are keen to update our understanding of the extent or limitation of the impact. This represents a direct update to the original request for information that we sent out in June 2023.

The link below will take you to a short survey that asks about the number of final-year students impacted by the boycott. We would be extremely grateful if you could complete it. This will guide our communications about the boycott and our discussions/correspondence with the Minister and senior officials at the DfE. You can provide the information as a named HEI or in anonymised form. Please use the following link to open the survey <https://survey.alchemer.eu/s/3/90605306/Impact-of-UCU-Marking-and-Assessment-Boycott-August-2023>.

As we are keen to provide clarity about the extent of the boycott's impact across the sector and communicate the hard work that HEIs have undertaken to mitigate its impact, we would be appreciative to receive responses by return, if possible and ideally by noon on Monday 21 August.

Best wishes,

[REDACTED]

Woburn House
20 Tavistock Square

London, WC1H 9HU

www.ucea.ac.uk

Universities and Colleges Employers Association

A Company limited by guarantee and registered in England and Wales, Company No. 2914327

Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

P Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

Kirsten Hylan

From: Jenny Higham
Sent: 10 August 2023 16:36
To: [REDACTED]
Subject: FW: UCEA Employment Bulletin August 2023
Attachments: UCEA Employment Bulletin - August 2023.pdf

Hope you already get these?

]

From: [REDACTED]
Sent: 02 August 2023 16:12
To: [REDACTED]
Cc: [REDACTED]
Subject: UCEA Employment Bulletin August 2023

2 August 2023

Dear member,

Please find attached the UCEA Employment Bulletin for August 2023.

Please forward to HR and Reward specialists and others who may be interested. If there are any queries on specific articles included in the Bulletin or related issues then please email the named contact for the relevant section. UCEA Employment Bulletins are retained on the UCEA website at www.ucea.ac.uk/library/member-bulletins/.

Kind regards,

[REDACTED]
UCEA
Woburn House
20 Tavistock Square
London, WC1H 9HU

[REDACTED]
www.ucea.ac.uk

Universities and Colleges Employers Association
A Company limited by guarantee and registered in England and Wales, Company No. 2914327
Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

 Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.

Employment Bulletin

August 2023



Welcome to the UCEA Employment Bulletin, a bi-monthly round-up of employment issues relevant to UCEA subscribers and the sector as a whole.

UCEA news

[‘What you may have missed since our last Bulletin...’](#)

[UCEA triennial membership survey](#)

[UCEA’s Conditions of Membership and Linking Individuals to subscription](#)

[UCEA staffing and services](#)

Employment policy

[Higher Education \(Freedom of Speech\) Act 2023](#)

[Tackling racial harassment report](#)

[Information Commissioner’s Office \(ICO\) guide](#)

[High Court finds that regulations allowing the use of agency workers during strike action are unlawful](#)

[Supporting employees with fertility challenges](#)

[Right to request predictable terms and conditions of work](#)

[New flexible working measures](#)

Research

[UK inflation falls in June](#)

Pensions in HE

[UCEA pensions newsletter](#)

[New BUFDG guidance on pensions for overseas staff](#)

[Chancellor’s Mansion House speech](#)

[UCEA Employment Bulletins and related documents are accessible on the UCEA website.](#)

Next UCEA Employment Bulletin: October 2023

UCEA news

'What you may have missed since our last Bulletin...'

UCEA's most intense challenges over the past year have related to pay negotiations and industrial relations and action. We have continued to prioritise our effort and resources to support those areas of work where our members have the greatest need and industrial action has been central to this. But this has been alongside our other work supporting members and delivering the priorities in UCEA's Strategic Plan and the difficult challenges faced have not distracted from these important provisions.

In April 2021 we published [Agility in a time of uncertainty](#), which set out what we would deliver for our members over the first 30 months. This is now extended until the end of the 2023-24 academic year.

This is a reminder of some of the UCEA services and materials we have provided to members since the start of June (the date of our previous Bulletin). From Updates to communications materials, here is just a handful of the reminder highlights...

- UCEA's Annual Members' Event took place on Monday 3 July at the New Connaught Rooms in central London. Despite the HE Industrial action and strike action in the rail sector, we were very pleased to welcome over 70 guests to hear an update on UCEA's work from our Chief Executive Raj Jethwa and important presentations from David D'Souza, Director of Membership at the CIPD, Professor Liz Bacon, Principal and Vice-Chancellor at Abertay University and Sharron Pamplin, Chief People Officer at Lloyd's Register on *AI, Digital Transformation and the workforce implications*. The meeting was hosted by our Chair, Professor George Boyne who managed the audience discussions and debate.
- A number of UCEA surveys had completion deadlines across recent months. The third Annual UCEA Intersectional Pay Gaps survey is still open for submissions. Please complete [the survey](#) by Monday 11 September. Please note that only survey participants can access the pay gaps dashboard which our members have told us they value. If you have any questions about the survey or the dashboard, please contact [Rebecca Green](#)
- Members are reminded to use UCEA [events page](#) to look for details of all our events. The events team are currently scheduling online and in-person events for the 2023-24 academic year. Over the summer, we are running three of our popular online courses and a limited number of places are available. See the webpages for [Essentials of employment law](#); [Core mediation skills \(including mediating remotely\)](#) for more details including the dates and to book places. The September run of our [Total Reward: from intention to experience, policies to practice](#) is now fully booked, a new date will be confirmed shortly.
- Since the June bulletin the Employment Policy and Advice Team has published Updates on the following: the [July Immigration Rules changes](#), the [Westminster Government's response to its consultation on parental leave and pay](#), the response from Universities UK/UCEA to the [Migration Advisory Committee shortage occupation list call for evidence](#) and dental trainees at [Specialty Trainee stages 4 and 5 in England](#).
- A number of in-person UCEA membership visits have also been taking place. We gather so much from meeting members and while it understandable that we can only visit a small number each year please do contact [Andy Fryer](#) if you are interested in a visit.

UCEA triennial membership survey

In the June Bulletin we thanked our readers for the high engagement levels and explained that the triennial UCEA membership survey, running across four exceptionally busy and challenging weeks for the sector during April and May, had also achieved good initial feedback. We are grateful to members for the highest response rate we have ever achieved for this survey, despite the understandable pressures on members.

On 20 July we emailed UCEA's triennial Member Satisfaction Survey 2022-23 – Summary of findings to Heads of Institution and HR Directors as they are the ones that look part. This survey assesses members' satisfaction with UCEA's range and quality of our services, gaining valuable feedback on key aspects of our work and we are delighted to report that it provided extremely positive responses.

The overall feedback includes 87% of members being 'satisfied' or 'very satisfied' with UCEA's services and 81% of members 'agreeing' or 'agreeing strongly' that UCEA's services and support provide good value for money. In **'Representing members and their interests'** 94% of members rated the usefulness of UCEA's Information in supporting organisations' employment and workforce strategy as 'useful' or 'very useful'. In **'Industrial action information and advice'** of HR Directors said that UCEA is 'effective' or 'very effective' at providing relevant information and advice on industrial action.

The survey also included new sections to ask members about our prioritised areas of work. We note that the least high scoring areas, including employee experience, are within our new strands of work. Here 67% of HR Directors agreed that the employee experience resources provided by UCEA are 'useful' or 'very useful'. But the reason for this suggests that, with a quarter of respondents expressing impartiality, members have not yet accessed the outputs from this important new work on Total reward and the Employee value proposition. UCEA's strategy supports employer aspirations to enhance the employee experience as a key pillar, which we believe will help progress our work relating to our first strategic priority on promoting constructive employment relations.

Members are reminded that to go to UCEA's [Employee experience - our strategic priority](#) webpage to access our rich resources.

The survey feedback will of course inform our strategic development and the delivery of our services. The report is for members only but contact [Andy Frye](#) for further information.

UCEA's Conditions of Membership and linking individuals to subscription

UCEA asks members to review the Conditions of Membership on an annual basis, when they are invited to renew their subscription from 1 August. These Conditions were drawn up following research of the conditions of membership of similar sector bodies and membership organisations and UCEA's Board revises, reconsiders and approves the Conditions of Membership on an annual basis. UCEA's sole funding is through our members' subscriptions and fees, and members should be aware that conditions include a six-month notice provision for any withdrawals. The Conditions of Membership are on the [UCEA website](#) and are separate from the [UCEA membership criteria](#). We always try to work with our members to encourage as many relevant key people in the organisation as possible to make use of UCEA materials and get involved with UCEA activities. Please contact enquiries@ucea.ac.uk if you would like more individuals linked to your subscription account.

UCEA staffing and services

It remains an 'unprecedented' period. The busy time for UCEA staff and UCEA members continues, despite August's sudden arrival! Please continue to email the relevant [members of staff](#) or enquiries@ucea.ac.uk or IA@ucea.ac.uk accordingly and we will try to respond ASAP regardless of the 'holiday season'. Our [My UCEA](#) webpage remains a popular option for authorised contacts at our member Institutions.

We will sadly be bidding farewell to [REDACTED] in September after three years with UCEA, most recently as Head of Strategy. [REDACTED] joined near the start of the pandemic and has worked on our Strategic Plan and steered us through several key projects with members, including the National Conversation on Pay Bargaining. We wish [REDACTED] all the best at her new role in the performing arts sector.

Please consider kindly contributing a blog for the [UCEA website](#). If you would like to contribute, please contact [\[redacted\]](#) who is open to suggestions and happy to help. Please consider just a friendly discussion to run through some ideas.

Thank you for your ongoing support and we hope you got/get to enjoy a well-deserved break.

Employment policy

Higher Education (Freedom of Speech) Act 2023

The [Higher Education \(Freedom of Speech\) Act 2023](#) (the Act) became law in May 2023 and will be regulated by the Office for Students (OfS). The Westminster Government has indicated that it expects the new duties in the Act to come into force before the 2024-25 academic year. The OfS will publish formal guidance on meeting the requirements of the Act following consultation with the sector. Under the Act a new OfS role of Director for Freedom of Speech and Academic Freedom has been introduced and sits on the OfS Board. Professor Arif Ahmed has been appointed to the role.

The new Act applies to higher education institutions (HEIs) in England. The provisions for freedom of speech set out in part IV of the [Education \(No.2\) Act 1986](#) will continue to apply for Welsh HEIs. In Scotland the provision for upholding academic freedom is set out in the [Higher Education Governance \(Scotland\) Act 2016](#). UCEA will update members on the relevant provisions for freedom of speech in Northern Ireland and Scotland in due course.

The main purpose of the Act is to ensure HEIs comply with enhanced free speech duties or face sanctions from the OfS and/or legal claims from individuals. There is a new strengthened duty to secure and promote the importance of freedom of speech within the law and academic freedom. HEIs are required to take steps that are "reasonably practicable" to achieve those objectives. The duty to protect academic freedom is extended explicitly to academic staff, and HEIs are required not to reduce the likelihood of academic staff securing promotion or different jobs at the provider, on the grounds of said staff exercising their rights to academic freedom. The duty also applies to the recruitment of individuals who are applying for jobs as academic staff at a particular HEI, who may have exercised their rights to academic freedom elsewhere.

Other duties/changes under the Act include:

- The OfS will develop new conditions of registration relating to freedom of speech (within the law) and academic freedom which will require HEIs to comply with the new duties under the Act.
- HEIs are required to strengthen their codes of practice on free speech and academic freedom
- Student unions (SUs) have a strengthened duty to promote the importance of freedom of speech and academic freedom and to develop and maintain a code of practice.
- Individuals can bring civil claims against an HEI or SU if they consider the HEI or SU has breached their freedom of speech and/or academic freedom duties and this has caused the individual to sustain a loss.
- A free speech complaints scheme has been introduced for individuals to make a complaint if they have suffered adverse consequences a result of action or inaction by an HEI or SU. The scheme is free to use and will be run by the OfS.
- Under the Act the OfS will monitor overseas funding of HEIs and SUs to assess the extent to which the funding presents a risk to freedom of speech and academic freedom.
- The use of non-disclosure agreements (NDAs) is prohibited in complaints relating to bullying, harassment and sexual misconduct.

With regard to NDAs, members will recall that the OfS included a proposal to prohibit NDAs in their [consultation](#) on harassment and sexual misconduct including prohibiting the enforcement of previously agreed NDAs. The OfS is yet to publish its response to their consultation.

Universities UK (UUK) has established an Advisory Group to develop a briefing on the new Act for HEIs for circulation at the start of the autumn term on the new Act for HEIs. UCEA is a member of the Group.

Tackling racial harassment report

UUK have published an updated report, [Tackling racial harassment: progress since 2020](#). The report reflects on the progress made by the sector in tackling racial harassment since UUK's original guidance, [Tackling racial harassment in higher education](#) was published in November 2020. The report identifies practical suggestions for further progress in this area and sets out the findings of a survey of UUK members, focus groups with staff and students and results of student polling. The publication also includes a set of case studies from HEIs on their work to tackle racial harassment.

Information Commissioner's Office (ICO) guide

The ICO has published [question and answer \(Q and A\) guidance](#) for employers on subject access requests (SARs). The Q and As provide helpful clarification for employers on their obligations and the rights of individuals under data protection and answers some key questions using examples, including the right of access, whether individuals have to submit the request in a certain format, and whether employers can clarify the SAR requests.

High Court finds that regulations allowing the use of agency workers during strike action are unlawful

On 13 July 2023, the High Court upheld the judicial review challenge by 13 trade unions and quashed the Conduct of Employment Agencies and Employment Businesses (Amendment) Regulations 2022 (the Regulations). The Regulations changed the law from 21 July 2022 to remove the ban on the supply of agency workers to carry out the duties of a striking worker.

The change to the regulations will now be quashed with effect from 10 August 2023 and employers will no longer be permitted to hire temporary agency staff to cover the work of employees who are taking part in industrial action, or indeed the work of employees who have been temporarily moved by the employer to cover the employees taking part in official industrial action. While it is possible that the government may appeal this decision, even if they do so, the Quashing Order will take effect on 10 August 2023 and remain in place until any appeal is decided or the government attempts to reintroduce the regulations after a new consultation process. As a consequence, HEIs that are using agency workers to backfill striking workers, or workers moved internally to backfill striking workers should take steps that are necessary to end such arrangements before 10 August 2023, and may wish to consider making alternative arrangements, for example the use of their own existing in-house banks (not agency workers). UCEA is in the process of reviewing our [guidance on Industrial Action](#) in this area.

Supporting employees with fertility challenges

The Chartered Institute of Personnel and Development (CIPD) has published a practical guide for employers on supporting employees experiencing fertility issues: [People manager guide: Fertility challenges, investigations or treatment](#). It highlights fertility issues as an important area of wellbeing in the workplace, affecting men as well as women, as the partner of someone experiencing fertility challenges is also likely to need support. The guide identifies the following good practice principles when offering support in the workplace:

- Raise awareness of the need to recognise pregnancy or baby loss as part of workplace wellbeing in a sensitive manner.
- Cultivate an open, inclusive and supportive culture that breaks down stigma and assures employees they will receive adequate support.
- Develop an organisational framework that includes specific policies to address issues surrounding pregnancy and baby loss.
- Manage absences and leave with compassion and flexibility.

- Equip line managers with the necessary skills to provide empathetic and understanding support to employees, enabling them to have sensitive conversations with their team members.

Members may find the guide helpful when considering the potential implications of the [Fertility Treatment \(Employment Rights\) Bill](#), as outlined in the [UCEA Employment Bulletin](#) in April 2023. The Bill is still making its way through Parliament, with the second reading due to take place on 24 November 2023. The [Employment Statutory Code of Practice](#) published by the Equality and Human Rights Commission (EHRC) includes a section on 'Absences related to in vitro fertilisation' which states that it is good practice for employers to treat any request for time off for IVF or other fertility treatment sympathetically and consider adopting a procedure to cover this situation. It also outlines the current legal position: In responding to requests for time off from a woman undergoing IVF, an employer must not treat her less favourably than they treat, or would treat, a man in a similar situation as this could amount to sex discrimination. After a fertilised embryo has been implanted, a woman is legally pregnant and from that point is protected from unfavourable treatment because of her pregnancy, including pregnancy-related sickness. She would also be entitled to time off for antenatal care. Members may also find [The Fertility Workplace Pledge](#) of interest, the key aspects of which are summarised in UCEA's [Charter Matrix](#) (Family and Equality and Diversity themes).

Right to request predictable terms and conditions of work

The [Workers \(Predictable Terms and Conditions\) Bill](#), if passed, will introduce a statutory right for workers and agency workers to request predictable terms and conditions of work. The Bill follows the [Good Work Plan's](#) proposal for a right for workers to request a more predictable and stable contract after 26 weeks' service. It is currently progressing through the various parliamentary stages and had its second reading in the House of Lords on 16 June. It is likely that it will take effect in early 2024. UCEA will update members on this legislation in due course.

New flexible working measures

The Employment Relations (Flexible Working) Bill was given Royal Assent, and passed as law on 20 July. It will be known as the [Employment Relations \(Flexible Working\) Act 2023](#). The Act makes changes to the current rights of employees to request a flexible working amendment to their contracts of employment. Workers will benefit from the following new protections once in force:

- New requirements for employers to consult with the employee before rejecting their flexible working request.
- Permission to make two statutory requests in any 12-month period (rather than the current one request).
- Reduced waiting times for decisions to be made (within which an employer administers the statutory request) from three months to two months.
- The removal of existing requirements that the employee must explain what effect, if any, the change applied for would have on the employer and how that effect might be dealt with.

The measures in the Act and secondary legislation are expected to come into force approximately a year after Royal Assent, to give employers time to prepare for the changes, and the measures will be supported by a [Statutory Code of Practice on handling requests for flexible working](#). This Code is being developed by Acas and is currently under consultation with a deadline of 6 September 2023. The aim of the Code is to provide a clear explanation of the law on the statutory right to request flexible working, and good practice advice on handling requests in a reasonable manner. UCEA will be providing further details on the new Act and seeking members' views on the Acas consultation shortly.

For more information on any of the above employment policy related matters please contact

Research

UK inflation falls in June

On 19 July 2023, the ONS published [its latest figures for inflation in the UK](#). The annual rate of CPIH (Consumer Prices Index including owner occupiers' housing costs) rose 7.3% in the 12 months to June 2023, down from 7.9% in May. The annual rate of CPI for June was 7.9% while the annual rate for RPI (Retail Prices Index) for June was 10.7%. The annual rate of CPIH peaked in October 2022 at 9.6% and the current rate is the lowest since April 2022. The decline in inflation is linked with a reduction in the costs of transport and of food and drink. Prices associated with transport fell by 1.7% in the year to June 2023, with motor fuel falling by 22.7%. May and June 2023 also showed a slowing of the increase to food and drink prices with these increasing by 0.4% in comparison to the 1.2% increase for May and June 2022. The decrease in CPIH can also be attributed, to a lesser extent, to changes in the prices of furniture and household goods and of eating at restaurants and staying in hotels.

The ONS also publish [insights regarding the cost of living](#) which combines economic data with qualitative information on public opinion and social trends. This resource serves to explain trends within inflation and the pressures that this puts on UK households. The shopping prices comparison tool and personal inflation calculator allow users to better understand how inflation affects them and their daily purchases. Analyses of footfall in commercial sectors and sales data are tied closely to public opinion on spending habits and consumption, with three fifths (63%) of respondents reporting that they are spending less on non-essentials. The continued increases in household energy costs mean that nearly half (47%) of adults are using less fuel in the household. Since the cost of food and non-alcoholic beverages has risen by 17.4% between June 2022 and June 2023, almost half of respondents (48%) stated that they were buying less in their food shop.

For more information on any of the above employment policy related matters please contact

Pensions in HE

UCEA pensions newsletter

In July we published edition 33 of our [pensions newsletter](#). This latest edition looked at the potential impact Artificial Intelligence could have on the pensions industry, considered the latest gender pension gap statistics and provided updates on the main HE pension schemes.

We also reminded HEIs about the HE Pension Managers group we have set up utilising the JISCmail system. Members of the HEPM group can raise questions and seek information and guidance in a confidential space directly from other pensions colleagues from across the HE sector using JISCmail.

In addition, we have also held three quarterly online meetings of the HEPM group to discuss in more detail the key issues affecting HE pension provision. The next meeting of the group will be held in September 2023. An invite will be sent via the JISCmail list in the coming weeks.

If you or a colleague have not already joined the HEPM group, please email [\[redacted\]](#). Please note that we have limited participation to two individuals per institution.

New BUFDG guidance on pensions for overseas staff

UCEA recently took part in a working group convened by BUFDG to assist in drafting their guidance on the tax and social security implications of providing USS to staff working overseas. The guidance, produced by Vialto Partners, has now been published and is available through the BUFDG website (login required) - [BUFDG - USS Overseas Members Country Grid](#). The initial guidance focusses on the ten countries which have the highest population of overseas academics. If you don't have access to the BUFDG website, please [contact them directly](#).

Along with UCEA's [Employing HE staff overseas](#) updated toolkit and [Working remotely from overseas](#) decision map, which highlights key issues and areas of risk for employers to consider

when deciding whether to allow staff to work from overseas, we hope these resources provide a useful starting point for HEIs dealing with these complex issues.

Chancellor's Mansion House speech

On 10 July 2023, during his "Mansion House" speech, the Chancellor announced a number of proposed pension reforms intended to boost pensions savings, increase investment in UK businesses and grow the UK economy.

To accompany the speech, the government issued several new consultations and calls for evidence:

- a DWP [consultation](#) on a policy framework to support individuals in DC decumulation.
- a DWP [consultation](#) on "ending the proliferation of deferred small pots" proposing establishing a system of multiple default consolidators.
- a DWP [call for evidence](#) on DB scheme surplus, consolidation, asset allocation and incentives around investment strategies, along with a separate [response](#) to the DWP's [2018/19 consultation](#) on consolidation of DB schemes, and
- a joint HMT and DWP [call for evidence](#) on pension trustee skills, capability and culture.

Should your HEI wish to submit evidence, each of these consultations will close on 5 September 2023.

The following government papers were also published in July:

- a [response](#) to the joint January 2023 consultation on a value for money framework, announcing that the parties intend to move forward with their proposals. This will require legislative changes to be carried out "when parliamentary time allows", and future consultations on draft regulations and FCA rules, and
- a DWP [response](#) to the January 2023 consultation on extending opportunities for CDC schemes. The DWP intends to move forward with its proposals, and a consultation on draft regulations to enable unconnected multi-employer CDC schemes is planned for autumn 2023.

Responses were also published to a number of previous consultations including the new Value for Money Framework, DB consolidation and extending opportunities for collective defined contribution schemes.

There is also confirmation of a commitment from nine of the biggest DC providers to sign up to the "Mansion House Compact" to voluntarily earmark 5% of their default fund assets to private equity investments by 2030. Initial participants are Aviva, Scottish Widows, L&G, Aegon, Phoenix, Nest, Smart Pension, M&G and Mercer.

We will provide more detail on the "Mansion House" pension reforms in the September edition of the [UCEA Pensions Newsletter](#).

For more information on pensions issues please contact 

Archived: 23 October 2023 10:15:21
From: [REDACTED]
Sent: Fri, 20 Oct 2023 14:10:45
To: [REDACTED]
Subject: FW: UCEA Headlines 13.10.23
Sensitivity: Normal

FYI

From: [REDACTED]
Sent: Friday, October 13, 2023 4:37 PM
To: [REDACTED]
Subject: UCEA Headlines 13.10.23

Dear colleague,

Please find below this week's headlines round-up.

Have a good weekend.

[REDACTED]

Annual Communications conference, 31 October - **Reflecting on industrial action and the MAB - lessons for the future**
<https://www.ucea.ac.uk/events/uceas-2023-24-events/comms/>

UCEA in the news

Includes quote from Raj Jethwa, UCEA Chief Executive

Pension deal agreed for UK academics but divisions over pay remain unsolved

<https://www.chemistryworld.com/news/pension-deal-agreed-for-uk-academics-but-divisions-over-pay-remain-unsolved/4018216.article>

TU releases and related

Jo Grady - Speech to the higher education committee, 6 October 2023 (*on USS*)

<https://www.ucu.org.uk/article/13226/Speech-to-the-higher-education-committee-6-October-2023>

USS victory, but a world left to win – Rebuilding the fightback

<https://uculeft.org/uss-victory-but-a-world-left-to-win-rebuilding-the-fightback/>

MAB As Hell*: what are the conditions for a successful boycott?

<https://ucuccommons.org/2023/10/09/mab-as-hell-what-are-the-conditions-for-a-successful-boycott/>

UCU - Staff at 32 (*FE*) colleges vote to strike over low pay

<https://www.ucu.org.uk/article/13232/Staff-at-32-colleges-vote-to-strike-over-low-pay>

Respect FE: industrial action ballot results

<https://www.ucu.org.uk/article/13231/Respect-FE-industrial-action-ballot-results>

Unite - Strikes to go ahead at Cambridge University

<https://www.unitetheunion.org/news-events/news/2023/october/strikes-to-go-ahead-at-cambridge-university>

Staff union to strike, triggering 'substantial disruption' for students

<https://www.varsity.co.uk/news/26258>

Other JNCHEs 'related' coverage inc MAB

Minimum service levels for university staff in England likely to face human rights challenge

<https://www.pinsentmasons.com/out-law/news/minimum-service-levels-university-human-rights-challenge>

Sector pensions

LGPS funding position reached 103% in August

<https://www.professionalpensions.com/news/4133088/lgps-funding-position-reached-103-august>

Labour Party Conference

Labour to 'change the way students pay for time at university'

<https://www.timeshighereducation.com/news/labour-change-way-students-pay-time-university>

Smaller, flexible, more localised higher education provision – the big theme from the Labour Party Conference

<https://www.hepi.ac.uk/2023/10/13/smaller-flexible-more-localised-higher-education-provision-the-big-theme-from-the-labour-party-conference/>

Keir Starmer's decision not to scrap university fees won't repel voters, poll finds

<https://www.thetimes.co.uk/article/50427304-65f5-11ee-853b-c0bf92ce36b1>

Shadow minister: university funding 'keeping me awake at night'

<https://www.timeshighereducation.com/news/shadow-minister-university-funding-keeping-me-awake-night>

10 employment pledges made at the Labour Party conference

<https://www.personneltoday.com/hr/labour-employment-pledges-2023/>

related

Conservative attacks on universities 'not a vote winner'

<https://www.timeshighereducation.com/news/conservative-attacks-universities-not-vote-winner>

Support for poorer students 'bigger priority than reducing fees'

<https://www.timeshighereducation.com/news/support-poorer-students-bigger-priority-reducing-fees>

The sector needs to change its lobbying tactics over fees and funding

<https://wonkhe.com/blogs/the-sector-needs-to-change-its-lobbying-tactics-over-fees-and-funding/>

Middle East Crisis

Keegan writes to vcs over concerns for Jewish students' welfare

<https://www.timeshighereducation.com/news/keegan-writes-vcs-over-concerns-jewish-students-welfare>

Foreign students and workers who praise Hamas 'could be expelled from UK'

<https://www.telegraph.co.uk/news/2023/10/12/foreign-students-workers-praise-hamas-expelled-uk-israel/>

Universities must act swiftly on antisemitism, ministers say

<https://www.bbc.co.uk/news/education-67089209>

Left-wing student groups accused of 'glorifying' Hamas attacks on Israel

<https://www.telegraph.co.uk/news/2023/10/08/student-groups-accused-glorifying-hamas-attack-israel/>

Ministers warn British university bosses they must act 'decisively' against campus anti-Semitism so Jewish students can pursue their fields without 'fear of harassment or intimidation'

<https://www.dailymail.co.uk/news/article-12620409/Ministers-warn-British-university-bosses-campus-anti-Semitism-Jewish-students.html>

Students face criminal action if they support Hamas, warn university vice-chancellors

<https://www.telegraph.co.uk/news/2023/10/09/uni-societies-social-media-supporting-hamas-israel/>

Amid firestorm over statements on Israel, some (University) Presidents criticize their counterparts

<https://www.chronicle.com/article/amid-firestorm-over-statements-on-israel-some-presidents-criticize-their-counterparts>

Other free speech

England's university free speech tsar says role is not to conduct 'culture wars'

<https://www.theguardian.com/education/2023/oct/09/englands-university-free-speech-tsar-says-role-is-not-to-conduct-culture-wars>

Serious concern over universities, says free speech boss

<https://www.bbc.co.uk/news/education-67033191>

Professor Arif Ahmed: Being offended is educational

<https://www.thetimes.co.uk/article/52235f5c-6619-11ee-853b-c0bf92ce36b1>

Ahmed 'in listening mode' as English free speech rules come in

<https://www.timeshighereducation.com/news/ahmed-listening-mode-english-free-speech-rules-come>

Edinburgh academics demand 'Sex and Gender' book launch is scrapped

<https://www.thetimes.co.uk/article/1e0c8a80-66d3-11ee-a4e7-0fb10af55688>

Other sector HR and related

Three-quarters of UK academics now have teaching qualifications

<https://www.timeshighereducation.com/news/three-quarters-uk-academics-now-have-teaching-qualifications>

Union fears 'disastrous consequences' of Sheffield restructure

<https://www.timeshighereducation.com/news/union-fears-disastrous-consequences-sheffield-restructure>

HE funding and related

UK vice-chancellors fear sector has 'never faced greater threats'

<https://www.timeshighereducation.com/news/uk-vice-chancellors-fear-sector-has-never-faced-greater-threats>

What is happening to the SSR?

<https://wonkhe.com/blogs/what-is-happening-to-the-ssr/>

Student costs have been rising. Have bursaries been rising with them?

<https://wonkhe.com/blogs/student-costs-have-been-rising-have-bursaries-been-rising-with-them/>

How should the Office for Students respond to the 'most excoriating parliamentary report in the last decade'?

<https://www.hepi.ac.uk/2023/10/09/how-should-the-office-for-students-respond-to-the-most-excoriating-parliamentary-report-in-the-last-decade/>

Overseas students, immigration and Brexit

British expats locked out of pensions by Brexit rules

<https://www.telegraph.co.uk/money/pensions/british-expats-locked-out-of-pensions-brexit-rules/>

Migrants likelier to have degrees than British-born at every age

<https://www.timeshighereducation.com/news/migrants-likelier-have-degrees-british-born-every-age>

Other sector news

Should policymakers use the 60th anniversary of the Robbins Report to announce a major new review of higher education? By Nick Hillman

<https://www.hepi.ac.uk/2023/10/12/should-policymakers-use-the-60th-anniversary-of-the-robbins-report-to-announce-a-major-new-review-of-higher-education/>

A week is a long time in politics – a day in higher education can seem even longer

<https://www.hepi.ac.uk/2023/10/12/a-week-is-a-long-time-in-politics-a-day-in-higher-education-can-seem-even-longer/>

Just Stop Oil vandalises Oxford University landmark with paint

<https://www.thetimes.co.uk/article/632f2946-6774-11ee-853b-c0bf92ce36b1>

NHS workforce and related

Katie Bramall-Stainer: Sexism is everywhere in medicine, warns GPs' union chief

<https://www.thetimes.co.uk/article/b115ffdc-65f2-11ee-a4e7-0fb10af55688>

Gender and other pay gaps

Nobel economics prize awarded to Claudia Goldin for work on women's pay

<https://www.bbc.co.uk/news/business-67045408>

Gender pay gap historian wins Nobel economics prize

<https://www.timeshighereducation.com/news/gender-pay-gap-historian-wins-nobel-economics-prize>

UK cost of living - including inflation, tax, labour market, housing and personal finances

HE specific

To support students at university we need to help them meet their basic needs

<https://wonkhe.com/blogs/to-support-students-at-university-we-need-to-help-them-meet-their-basic-needs/>

International students in Wales are “destitute and relying on food banks”

<https://wonkhe.com/wonk-corner/international-students-in-wales-are-destitute-and-relying-on-food-banks/>

Local Government

London Councils warns borough budgets are on 'knife edge'

<https://www.bbc.co.uk/news/uk-england-london-67066533>

Leeds City Council to consider 750 job cuts and building sales

<https://www.bbc.co.uk/news/uk-england-leeds-67094616>

Shropshire Council predicts funding shortfall of £24m

<https://www.bbc.co.uk/news/uk-england-shropshire-67089806>

Birmingham City Council reaches agreement with unions over job grading scheme

<https://www.bbc.co.uk/news/uk-england-birmingham-67092800>

Medway: Christmas lights cancelled by council

<https://www.bbc.co.uk/news/uk-england-kent-67057003>

Inflation and cost of living pressures

Britons cut back on eating out and takeaways to save for festive splurge

<https://www.theguardian.com/business/2023/oct/10/britons-eating-out-takeaways-credit-card-spending-retail>

UK grocery inflation slows again as butter price falls 16p in a year

<https://www.theguardian.com/business/2023/oct/10/uk-grocery-inflation-butter-price-kantar>

Energy bills could rise by £17 to stop firms going bust

<https://www.bbc.co.uk/news/business-67087043>

Energy firms holding £8.1bn of customers' money

<https://www.bbc.co.uk/news/business-66992865>

Interest rates

IMF says UK faces five more years of high interest rates

<https://www.bbc.co.uk/news/business-67056069>

Pay and tax

Rishi Sunak's record tax rise to cost workers £40bn

<https://www.thetimes.co.uk/article/e7f84204-643e-11ee-977c-44b3e2b54888>

Jobs

Hiring boom fading but three-quarters of UK firms still struggle to find staff

<https://www.theguardian.com/money/2023/oct/08/hiring-boom-fading-but-three-quarters-of-uk-firms-still-struggle-to-find-staff>

38% of business report labour shortages holding back growth - CBI/Pertemps Employment Trends Survey

<https://www.cbi.org.uk/media-centre/articles/38-of-business-report-labour-shortages-holding-back-growth-cbipertemps-employment-trends-survey-1/>

Housing

My landlord wanted to put the rent up 35% despite cap

<https://www.bbc.co.uk/news/uk-scotland-67018446>

New ways of working and the future of work

Civil servants to work fewer hours for same pay in four-day week pilot project

<https://www.thetimes.co.uk/article/61d0c332-65e6-11ee-a4e7-0fb10af55688>

UK – other ‘National strikes’

PCS Union staff at TPR confirm further strike action

<https://www.professionalpensions.com/news/4133449/pcs-union-staff-tpr-confirm-strike-action>

Amazon staff in Coventry to strike for four days including Black Friday

<https://www.theguardian.com/technology/2023/oct/10/amazon-staff-coventry-warehouse-strike-black-friday-gmb>

Schools and FE

Politicians have finally embraced FE. But why now?

<https://feweek.co.uk/politicians-have-finally-embraced-fe-but-why-now/>

Inquiry ordered over England schools funding blunder

<https://www.bbc.co.uk/news/education-67033455>

‘Grounds to reopen’ pay dispute over £370m funding gaffe, says NEU boss

<https://schoolsweek.co.uk/grounds-to-reopen-pay-dispute-over-370m-funding-gaffe-says-neu-boss/>

NI education: ‘Unsustainable finances’ facing many schools

<https://www.bbc.co.uk/news/uk-northern-ireland-67049024>

£196 million to support new trainee teachers

<https://www.gov.uk/government/news/196-million-to-support-new-trainee-teachers>

Health and Safety and wellbeing including Covid

Mental healthcare in England is a national emergency, say hospital bosses

<https://www.theguardian.com/society/2023/oct/09/mental-healthcare-in-england-is-a-national-emergency-say-hospital-bosses>

#Metoo

Third of employees claim they have been sexually harassed at work

<https://www.thetimes.co.uk/article/df7d0bfc-6612-11ee-a4e7-0fb10af55688>

Telling female staff to wear make-up is sex harassment, tribunal rules

<https://www.thetimes.co.uk/article/7ecc5ac2-644d-11ee-aae8-b941e584b333>

Gender-based violence on campus: what we can learn from the United States

<https://wonkhe.com/blogs/gender-based-violence-on-campus-what-we-can-learn-from-the-united-states/>

AI

How can we utilise AI in higher education?

<https://www.hepi.ac.uk/2023/10/11/how-can-we-utilise-ai-in-higher-education/>

Communications and data

Europe’s oldest student newspaper saved from closure

<https://www.theguardian.com/uk-news/2023/oct/11/europe-oldest-student-newspaper-saved-from-closure-edinburgh-robert-louis-stevenson>

EU gives Meta 24 hours to ‘take action’ on Hamas videos

<https://www.bbc.co.uk/news/technology-67073956>

International HE and HR related

Czechia - Academic staff union declares warning strike in support of higher wages

<https://english.radio.cz/academic-staff-union-declares-warning-strike-support-higher-wages-8796469>

Italian rectors give their departments preferential treatment

<https://www.timeshighereducation.com/news/italian-rectors-give-their-departments-preferential-treatment>

New Zealand - Higher job attrition rates 'widen gender and ethnicity pay gaps'

<https://www.timeshighereducation.com/news/higher-job-attrition-rates-widen-gender-and-ethnicity-pay-gaps>

Australia - International students 'to verge on majority' at top universities

<https://www.timeshighereducation.com/news/international-students-verge-majority-top-universities>

Research funding increase 'urgent' in Canada, says new coalition

<https://www.timeshighereducation.com/news/research-funding-increase-urgent-canada-says-new-coalition>

Canada - 'How Did We Become an Underclass in the University?'

<https://ca.news.yahoo.com/did-become-underclass-university-170936056.html>

US - The public is giving up on higher ed

<https://www.chronicle.com/article/the-public-is-giving-up-on-higher-ed>

US - What the public really thinks about higher education

<https://www.chronicle.com/article/what-the-public-really-thinks-about-higher-education>

Tuition hikes at 23 public California colleges make students question: 'Is it even worth it?'

<https://www.theguardian.com/us-news/2023/oct/11/california-state-university-tuition-hike-students>

A university called off fall classes. Employees aren't being paid. Now what?

<https://www.chronicle.com/article/a-university-called-off-fall-classes-employees-arent-being-paid-now-what>

Israeli universities delay start of academic year after attacks

<https://www.timeshighereducation.com/news/israeli-universities-delay-start-academic-year-after-attacks>

HKU faculty blame 'culture of opacity' as v-c denies misconduct

<https://www.timeshighereducation.com/news/hku-faculty-blame-culture-opacity-v-c-denies-misconduct>

Personnel Today and Management Today

Total vacancies drop for first time in over two and a half years

<https://www.personneltoday.com/hr/report-on-jobs-september-2023/>

Only half of employees would report sexual harassment

<https://www.personneltoday.com/hr/sexual-harassment-reporting-barrister-group-2023/>

Amazon minimum pay to rise twice in six months

<https://www.personneltoday.com/hr/amazon-minimum-pay-to-rise-twice-in-six-months/>

Has leadership theory ignored race?

<https://www.managementtoday.co.uk/leadership-theory-ignored-race/classroom/article/1835712>

Due to licensing restrictions and costs we are unable to provide everyone on the Headlines circulation with access to the full text of all the news stories featured in this service. However, some of the outlets we feature are free to access if you register with them. For 'newspaper' websites such as the Times, Financial Times, The Telegraph, Times Higher or Times Education Supplement it is likely that your organisation subscribes.


Woburn House
20 Tavistock Square
London, WC1H 9HU

www.ucea.ac.uk

Universities and Colleges Employers Association

A Company limited by guarantee and registered in England and Wales, Company No. 2914327

Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

 Save Paper - do you need to print this e-mail?

Although every effort is made to ensure that the information contained within this email is accurate and up to date, UCEA cannot be held responsible for any errors or omissions. The information is not a substitute for legal advice, and should you require more specific advice you should consult an appropriately qualified professional advisor. This message is intended solely for the addressee and confidential. If you are not the intended recipient you should not copy or disclose this message to anyone but should kindly notify the sender and delete the message. Opinions, conclusions and other information in this message that do not relate to the official business of UCEA shall be understood as neither given nor endorsed by it. No contracts shall be concluded by means of this e-mail. Neither UCEA nor the sender accepts any responsibility for viruses. The administrator of this e-mail service reserves the right to access and disclose all messages sent over its e-mail system.