

From: [UCEA Events](#)
Subject: Data crunch: Calculating, understanding and evaluating gender, ethnicity and intersectional pay gaps - Thursday 16 March 2023
Date: 08 February 2023 13:01:46
Attachments: [image001.jpg](#)

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Calculating intersectional pay gaps workshop – 16 March 2023




UCEA is re-running [Data crunch: Calculating, understanding and evaluating gender, ethnicity and intersectional pay gaps in your HEI](#) our popular workshop to support HEI in their ongoing challenges to close their Gender, Ethnicity and intersectional pay gaps. The failure to address these gaps is divisive and provides [media outlets with ongoing stories](#) and trade unions with campaigning stories.

It will take place as an in-person event in central London on **Thursday 16 March 2023**.

It is aimed at data analysts, MI/MIS analysts and system managers, and diversity and inclusion colleagues. It aims to assist participants to understand and interpret any pay gaps at their HEI rather than think strategically about the recruitment solutions to improve any gaps.

Workshop leader:

 Research Analyst, UCEA

Target audience:

Data Analysts, MI/MIS Analysts, Systems managers responsible for completing pay gaps data. This workshop may be of interest to diversity and inclusion colleagues as well as HR generalists.

Aims and objectives of this workshop:

- For participants to be able to calculate statutory gender pay gaps returns confidently.
- To understand the similarities and differences in calculating pay gaps for other protected characteristics.
- To interpret and benchmark statistics after calculation.

What participants will 'take away' after the workshop:

Participants will gain a good understanding of how to complete the UK government's

statutory gender pay gap return and the common pitfalls affecting HEIs. Only HEIs in England are required to complete this by law but HEIs in other nations may wish to report this voluntarily. Additionally, they will have explored how to extend the statutory requirements to consider pay gaps using an intersectional framework. Finally, they will be able to benchmark their HEI to the wider HE sector and also the wider economy and understand factors to consider when writing their supporting narratives for their submission and local communications.

Timing, early bird price and booking

The workshop will take place on Thursday 16 March between **10.30 am - 3.30 pm**.

Participant numbers for this workshop will be **strictly limited to 20 attendees**.

The UCEA member price for this workshop is **£425** (VAT free) per place. We are offering an 'early-bird' price of **£399** (VAT free) per place until **12 noon on Monday 13 February 2023**.

When you book you have the option of paying for a place by credit/debit card *or* to be invoiced.

Visit the website via the link below to book places for:

[Data crunch: Calculating, understanding and evaluating gender, ethnicity and intersectional pay gaps in your HEI](#) on **Thursday 16 March 2023**.

For any questions about the workshops please email events@ucea.ac.uk


UCEA
Woburn House
20 Tavistock Square
London, WC1H 9HU

www.ucea.ac.uk

Universities and Colleges Employers Association

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From: [Elise Gallagher \(Staff\)](#)
To: [REDACTED]
Subject: FW: Institution Contacts List
Date: 11 August 2023 14:06:00
Attachments: [University of Dundee Contacts 01.08.23.xlsx](#)

Can you action this, please?

Elise

From: Enquiries (UCEA) <Enquiries@ucea.ac.uk>
Sent: 11 August 2023 12:50
To: Elise Gallagher (Staff) [REDACTED]
Subject: Institution Contacts List

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Dear Elise,

In order to ensure that UCEA is supporting your institution as best we can, we want to ensure that the contact list that we hold for your Institution on our database is up to date. Clearly we would prefer that as many of your colleagues who need access to the various materials that UCEA sends to members are on the attached list of 'active' contacts (**as at 01 August 2023**) and equally those who should not be receiving these materials are taken off the attached list. Rest assured, we do actively manage the contact details we hold based upon 'out of office messages' and requests.

The following bullet points are a step-by-step guide to the data the spreadsheet includes and how to amend it.

- **Contacts**

The named individuals should include the HR Director and Head of Institution/ CEO as our lead contacts for your HEI. The list may also include a combination of Deputy and Pro-Vice Chancellors, Finance Directors, Registrars and COOs, Directors of Marketing and Communications, other HR colleagues, payroll and pension colleagues and health and safety officers. Individuals have been added to our database based upon their personal engagement with UCEA. This can be because they are on one of our mailing lists, and they may also have approved password access to our website. Other individuals may be listed because they have attended a UCEA event or are members of a joint UCEA/Trade Union committee.

- **UCEA circulation lists**

UCEA's key mailing lists consist of thirteen Update types (Clinical Academics, Contracts, Pensions, Health, Safety & Wellbeing, Pay & Reward, Collective Pay Negotiations, Employee Relations & Trade Unions, JNCHES and Framework Agreement, Equality & Pay Gaps, Employee Experience, Employment & Workforce, Immigration & Brexit and Industrial Action), the weekly Headlines service, the bi-monthly Employment Bulletin and the Pensions newsletter. We can circulate any combination of these to individuals upon request.

- **Who currently receives what?**

Where indicated by a 'Y' the listed individuals are direct recipients of the identified category of UCEA communications so that the relevant Update, Bulletin or Headlines etc. goes to them. The list also records those who have password access to the UCEA website either at '**Sensitive**' (including sensitive documents), '**Standard Member**' or '**Updates Only**'. **Where no 'Y' or website access level appears, they neither receive those items by email nor have a UCEA issued website account.** It is highly likely that they have attended a UCEA event or meeting and we keep their name on our database for administrative purposes.

Please note that when UCEA forwards UUK circulations relating to USS we only forward them on to the HR Director, Finance Director and COO contact lists and ask that you forward these confidential emails within your institution as necessary.

- **Action needed: How to update your institution's records**

Please consider an appropriately wide circulation of relevant Updates, the Bulletin or the weekly headlines etc. to ensure your institution's key staff are as informed as possible on relevant employment policy, legislative and other developments. Confidential material is always only circulated to Head of Institution and HR Director and other relevant senior colleagues as appropriate.

We need your assistance in keeping these records updated and ask you to take the following steps.

1. If you need to make any **amendments** to the attached list of contacts please do so (**in red font**) on the "**Existing Contacts**" sub-sheet of the spreadsheet, **ensuring you include a brief description** (i.e. left institution, website access, additional Update) in the 'comments' column next to their name. If listed colleagues have moved on please also indicate this in the comments field and we will 'archive' their record without losing a record of their/your organisation's historic engagement with UCEA.
2. If you would like us to **add** any new member(s) of staff, or key senior colleagues to our database please add them to the "**new contacts**" sub-sheet of the excel document along with their details and required website access/Updates etc. preferences.

Thank you for taking the time to help us improve the way we communicate with your institution. Should you have any queries please feel free to contact us at enquiries@ucea.ac.uk.

Kind regards



Head of Communications and Membership

UCEA
Woburn House
20 Tavistock Square
London, WC1H 9HU

Tel: [REDACTED]
Fax: 020 7383 2666

www.ucea.ac.uk

From: [UCEA Events](#)
To: [UCEA Events](#)
Subject: Getting the most from UCEA membership – 31 January
Date: 09 January 2023 12:15:25
Attachments: [image001.jpg](#)

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Getting the most from UCEA membership – 31 January 2023



[Getting the most from UCEA membership](#) is designed for colleagues who are new to the sector or have moved into new roles, as well as those interested to learn more about UCEA's range of services and current programme of work.

Delivered by UCEA officers, this short online event provides an overview of UCEA's role and key areas of work including the range of activities and services we offer. Participants will have an opportunity to explore how our services can support your institution.

The areas covered will include HR policy advice, the multi-employer pay negotiations, UCEA's 'National Conversation', UCEA's research and surveys on reward and workforce issues, sector pensions support, the employment of clinical academics, health and safety, and communications support.

This [online event](#) on **Tuesday 31 January** and will run between **3.00 pm** and **4.30 pm**. There will be just over an hour of presentations followed by informal discussions and Q&As and a short overview of using the UCEA website.

Who may wish to participate?

All individuals who are given access to UCEA services by their HEIs are eligible to participate and the event will be of particular interest to colleagues with institutional oversight of staffing and HR, for example Pro-Vice-Chancellors with an HR portfolio, and senior colleagues in HR, finance, payroll and communications departments.

Attendance fee and how to book

Participation is free for the event. However, as numbers will be restricted, we ask that if your diary commitments change and you are unable to join us, that you do let us know as soon as possible so that places can be allocated to other members.

The booking form asks participants to note if there are any particular areas of our work they would like to know more about. Time allowing, we will try to accommodate such requests.

If you would like to attend, please complete the [TicketTailor booking form](#) which can also be found via the [UCEA website](#).


If you have any queries regarding your interest in attending, please contact events@ucea.ac.uk

For information about UCEA's full programme of seminars, conferences and workshops visit the UCEA website at www.ucea.ac.uk/events or email events@ucea.ac.uk

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From: [UCFA Events](#)
To: [REDACTED]
Subject: Introduction to Workplace Investigator Skills Workshop - Thursday 22 June
Date: 10 May 2023 17:06:56
Attachments: [image001.jpg](#)

CAUTION: This email originated from outside the University of Dundee. Do not click links or open attachments unless you recognise the sender's email address and know the content is safe.

Introduction to workplace investigator skills workshop – Thursday 22 June



The [Introduction to workplace investigator skills workshop](#) is a practical one-day online workshop for potential investigators who would like an insight into what conducting an investigation entails. It includes the legal and procedural framework, an opportunity to practice the skills in a role-play situation, and to discuss any concerns or queries. The workshop starts from the point where someone has been selected as an appropriate investigator by HR and any pre-investigation work has already been conducted. It concludes at the point where the appointed investigator hands over the written report to HR. The workshop will cover the basic principles and skills, and provides an opportunity to practice these. It is not a certificated training course, nor will it be suitable for participants who will be conducting more complex investigations, nor for investigations that require a trauma-based approach. It may however be helpful as a refresher for those who have conducted investigations in the past and would like a recap on the basic processes and skills, as well as those who are new investigators. By the end of the workshop participants will understand how the investigation fits into the disciplinary and grievance framework and:

- Become familiar with Dignity at Work/ED&I grievance and disciplinary issues
- Understand what constitutes an effective and rigorous investigation
- Appreciate the core skills to conduct a robust, fair and impartial process
- Understand what establishes evidence; how to analyse and assess it
- Understand the basis of making good judgements in a fair,

proportionate and impartial manner

- Appreciate what constitutes a good report.

Please note that this workshop covers the *investigation* process and the required skills rather than the setting-up of panels or the hearing itself.

Course content and materials

The course is designed for online delivery. Activities will provide the opportunity to engage in small group work and plenary discussions and will include written or practical exercises, short videos and skills practice. The workshop will also offer an excellent opportunity to discuss issues with fellow participants.

Breaks will be timed to reflect the virtual environment and delegates will be able to move away from their screen at least every 60-75 minutes between activities or during activities.

- Pre-reading is required; we recommend the participants familiarise themselves with their own organisations' grievance, disciplinary, Dignity at Work/ED&I policies.
- A delegate pack will be sent to booked participants around 10 days prior to the course to supplement the learning. This will include topics such as interview structuring, questioning technique, effective report writing and tips on note taking.
- Participants will need to spend 60 – 90 minutes on this pre-reading ahead of the course.
- This course and the materials provided will be focused on the higher education sector. However, it does not cover sexual misconduct or sexual violence cases in detail.

Participant numbers are strictly limited to 12.

Timings and booking

The workshop takes place between **9.30 am** and **4.30 pm** on **Thursday 22 June**. Participants will need to attend the whole day to benefit fully from the course.

The cost of the workshop is £425 per place.

Visit the [website](#) for fuller details, including a timed programme.

Book places on the June run of the [Introduction to workplace investigator skills workshop](#) via the [tickettailor booking form](#).

If you have any questions about the course, please email events@ucea.ac.uk.

For information about UCEA's full programme of seminars, conferences and workshops visit the UCEA website at www.ucea.ac.uk/events or email events@ucea.ac.uk

From: [Elise Gallagher \(Staff\)](#)
To: [REDACTED]
Subject: RE: Employee Experience – Peer support group to support your HEIs: 4 October
Date: 25 August 2023 15:29:00
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

I was thinking you could join this group..

From: [REDACTED] >
Sent: 25 August 2023 08:42
To: Elise Gallagher (Staff) [REDACTED] >
Subject: RE: Employee Experience – Peer support group to support your HEIs: 4 October

Never heard of it! It does look interesting, I'll have a proper look at the resources later. Are you or [REDACTED] going to attend on 4 October? I'm happy to go on 4 October if no one else is attending from our team.

█



[REDACTED]
Head of Talent and Development
People, University of Dundee



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University of Dundee, Nethergate, Dundee, Scotland, UK, DD1 4HN

From: Elise Gallagher (Staff) [REDACTED]
Sent: 25 August 2023 07:17
To: [REDACTED]
Subject: FW: Employee Experience – Peer support group to support your HEIs: 4 October

Are you involved in this group?

It looks interesting.

E

From: UCEA Updates and Briefings [REDACTED] [@ucea.ac.uk](mailto:[REDACTED]@ucea.ac.uk)>
Sent: 24 August 2023 16:34
To: UCEA All Staff [REDACTED] [@ucea.ac.uk](mailto:[REDACTED]@ucea.ac.uk)>
Subject: Employee Experience – Peer support group to support your HEIs: 4 October

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24 August 2023

To: All UCEA HRD contacts

Dear colleague

As you may recall, in March 2022 UCEA launched a programme of work relating to our Employee Experience (EX) strategic priority.

Since then, [a suite of resources](#), including workshops and online peer support groups have been introduced to support HE employers with their work around EX.

██████████ facilitated the first online peer support group in April 2023. We aim to re-convene that same group again, after a suitable interval, for further discussions.

The online peer support groups are aimed at HR Directors and Organisational Development leads who are actively working on EX in their own HEI. They provide a safe space to share experiences and discuss challenges with a view to learn from each other. Each peer group session is facilitated by a member of the EX Reference Group who has first-hand experience in their own HEIs of implementing EX initiatives.

New online peer support group - 4 October 2023 (2.00 pm - 3.30 pm) – Facilitated by ██████████, Chief People Officer, Coventry University

The 4 October peer support group, facilitated by ██████████, is for an entirely different set of participants who couldn't or didn't attend the April group, but who still want to get together to share experiences and learn from each other.

Book your HEI's place for **Wednesday 4 October (2.00 pm - 3.30pm)** by visiting www.tickettailor.com/events/ucea/989599#

A nominal fee of £49 (VAT free) applies to participate.

To ensure the maximum benefit for attendees we will limit attendance at this session to 30 attendees and restrict attendance to one place per HEI.

If you have any queries, please email events@ucea.ac.uk

Best wishes

Roshan

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

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From: [Peter Fotheringham \(Staff\)](#)
To: [REDACTED]
Subject: RE: FD member of Scottish UCEA committee
Date: 21 June 2023 16:43:00

Hi [REDACTED]

Thank you for your mail and welcome to the Committee. Unfortunately I won't be able to make the meeting next week, I have tried to see what was possible in moving my existing appointments but it wasn't feasible at this notice I'm afraid. I look forward to receiving the welcome pack and attending future meetings in due course.

Kind regards

Peter

From: [REDACTED] [REDACTED]@ucea.ac.uk>
Sent: 21 June 2023 12:06
To: [REDACTED]@universities-scotland.ac.uk>
Cc: Roshan Israni [REDACTED]@ucea.ac.uk>; Peter Fotheringham (Staff)
[REDACTED]@dundee.ac.uk>; [REDACTED] >
Subject: RE: FD member of Scottish UCEA committee

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Dear [REDACTED]

That's great news – thanks so much for your help.

[REDACTED], welcome to the UCEA Scottish Committee. A formal welcome pack will be sent out in due course when Roshan is back from holiday but, in the meantime I wanted to let you know that our next Scottish Committee meeting is taking place next Tuesday 27 June at 11.30-13.30 at the University of Edinburgh. I appreciate that it's very short notice, but might you be available to attend? Please could you let me know as soon as possible so that I can make the necessary arrangements should you be available.

With warm regards

[REDACTED]

[REDACTED]

Events and Member Support Officer

UCEA

www.ucea.ac.uk

From: [REDACTED] [@universities-scotland.ac.uk](mailto:[REDACTED]@universities-scotland.ac.uk)>

Sent: Wednesday, June 21, 2023 9:25 AM

To: [REDACTED] [@ucea.ac.uk](mailto:[REDACTED]@ucea.ac.uk)>

Cc: Roshan Israni [REDACTED] [@ucea.ac.uk](mailto:[REDACTED]@ucea.ac.uk)>; [REDACTED] [@dundee.ac.uk](mailto:[REDACTED]@dundee.ac.uk)

Subject: FD member of Scottish UCEA committee

Dear [REDACTED] and Roshan

I am pleased to say that SUFDG has nominated Peter Fotheringham FD of the University of Dundee to be a member of the Scottish UCEA Committee.

Peter is cc'd so that you can be in touch with details of meetings etc.

Regards

[REDACTED]

Universities Scotland, 20 Potterrow, Edinburgh, EH8 9BL.

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

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From: [Peter Fotheringham \(Staff\)](#)
To: [REDACTED]
Subject: RE: UCEA Scottish Committee
Date: 04 July 2023 18:44:00
Attachments: [REDACTED]

Hi Victoria

Thanks for sharing this. Please find attached completed Declaration of Interests form as requested. I can confirm the appropriate contact details are:

[REDACTED]

Direct dial number – [REDACTED]

Address – Finance & Procurement Dept, The Tower Building, University of Dundee, Nethergate, Dundee. DD1 4HN.

I see that [REDACTED] has replied regarding timing for an introductory meeting so think we are all up to date!

Kind regards

Peter



Peter Fotheringham

Director of Finance

Finance and Procurement, University of Dundee

[REDACTED]



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University of Dundee, Nethergate, Dundee, Scotland, UK, DD1 4HN

From: [REDACTED]
Sent: 27 June 2023 14:37
To: Peter Fotheringham (Staff) [REDACTED] >
Cc: Roshan Israni [REDACTED]; Iain Gillespie (Principal) [REDACTED] >

Subject: UCEA Scottish Committee

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Dear Peter

Please find attached a letter from Roshan Israni, welcoming you to the UCEA Scottish Committee.

Best wishes

[REDACTED]

[REDACTED]

Woburn House
20 Tavistock Square
London WC1H 9HU

[REDACTED]

www.ucea.ac.uk

Please note that my working days are Monday 9am -2.30pm, Tuesday 9am – 5pm, Wednesday 9am -5pm and Thursday 9am – 2.30pm.

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.

From: [Peter Fotheringham \(Staff\)](#)
To: [REDACTED]
Subject: RE: UCEA Scottish Committee
Date: 10 July 2023 10:01:00
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Victoria

Thanks for this – looking forward to the meeting on the 26th. I don't think there is any need or [REDACTED] to be on the distribution list, she has access to my mailbox so can highlight emails for my attention but I would always access papers electronically and not print these off, so no requirement for [REDACTED] to be able to do this.

Kind regards

Peter

From: [REDACTED]@ucea.ac.uk>
Sent: 05 July 2023 09:13
To: Peter Fotheringham (Staff) [REDACTED]@dundee.ac.uk>
Subject: RE: UCEA Scottish Committee

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Hi Peter,

Thank you for returning your completed declaration of interest form and confirming your contact details.

Would you like us to include [REDACTED] on the distribution list for the Scottish Committee papers and for her to have access to download them?

We have arranged your induction for the 26 July. I will send over an induction pack with some further information shortly.

Best wishes

[REDACTED]

From: Peter Fotheringham (Staff) [REDACTED]@dundee.ac.uk>
Sent: Tuesday, July 4, 2023 6:45 PM
To: [REDACTED]@ucea.ac.uk>
Subject: RE: UCEA Scottish Committee

Hi [REDACTED]

Thanks for sharing this. Please find attached completed Declaration of Interests form as requested. I can confirm the appropriate contact details are:

[REDACTED] [@dundee.ac.uk](mailto:[REDACTED]@dundee.ac.uk)

Direct dial number – [REDACTED] / Mobile – [REDACTED]

Address – Finance & Procurement Dept, The Tower Building, University of Dundee, Nethergate, Dundee. DD1 4HN.

I see that [REDACTED] has replied regarding timing for an introductory meeting so think we are all up to date!

Kind regards

Peter



Peter Fotheringham

Director of Finance

Finance and Procurement, University of Dundee

[REDACTED] [@dundee.ac.uk](mailto:[REDACTED]@dundee.ac.uk)



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University of Dundee, Nethergate, Dundee, Scotland, UK, DD1 4HN

From: [REDACTED] [@ucea.ac.uk](mailto:[REDACTED]@ucea.ac.uk)>

Sent: 27 June 2023 14:37

To: Peter Fotheringham (Staff) [REDACTED] [@dundee.ac.uk](mailto:[REDACTED]@dundee.ac.uk)>

Cc: Roshan Israni [REDACTED] [@ucea.ac.uk](mailto:[REDACTED]@ucea.ac.uk)>; Iain Gillespie (Principal) [REDACTED] [@dundee.ac.uk](mailto:[REDACTED]@dundee.ac.uk)>

Subject: UCEA Scottish Committee

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Dear Peter

Please find attached a letter from Roshan Israni, welcoming you to the UCEA Scottish Committee.

Best wishes

[REDACTED]

[REDACTED]
PA and Business Support Officer
Woburn House
20 Tavistock Square
London WC1H 9HU

[REDACTED] [@ucea.ac.uk](mailto:[REDACTED]@ucea.ac.uk)
www.ucea.ac.uk

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From: [Elise Gallagher \(Staff\)](#)
To: [REDACTED]
Subject: Re: UCEA Workshop: Pay gap action planning: taking positive action - 17 October
Date: 01 September 2023 13:10:47

Right. I suppose we should think where this beat sits in the future.

Thanks, Elise

From: [REDACTED]@dundee.ac.uk>
Sent: 01 September 2023 10:00
To: Elise Gallagher (Staff) <[REDACTED]@dundee.ac.uk>
Subject: Re: UCEA Workshop: Pay gap action planning: taking positive action - 17 October

Hi Elise

I had seen this. The ED&I Team produce the Pay Gaps Report and [REDACTED] usually leads on it. This year we had a small group supporting them ([REDACTED] and SIU colleagues) and [REDACTED] also input to it. A colleague from SIU went to the Data Crunch session earlier this year and I attended the Strategies session.

[REDACTED]

From: Elise Gallagher (Staff) <[REDACTED]@dundee.ac.uk>
Sent: 01 September 2023 09:43
To: [REDACTED]@dundee.ac.uk>
Subject: FW: UCEA Workshop: Pay gap action planning: taking positive action - 17 October

Are you interested in this? Which team produces the pay gaps report?

From: UCEA Events <Events@ucea.ac.uk>
Sent: 31 August 2023 13:32
To: [REDACTED]@ucea.ac.uk>
Subject: UCEA Workshop: Pay gap action planning: taking positive action - 17 October

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**Pay gap action planning:
taking positive action –
17 October**



Pay gap action planning: taking positive action is a new in-person UCEA workshop designed to support HEIs in their ongoing challenges to close their

Gender, Ethnicity and intersectional pay gaps.

The new in-person workshop will complement workshops introduced earlier this year ([Data crunch: Calculating, understanding and evaluating gender, ethnicity and intersectional pay gaps in your HEI](#) and [Strategies for addressing ethnicity, gender and intersectionality pay gaps in your HEI](#)) that helped participants to understand and interpret any pay gaps at their HEI and provided attendees with an understanding of possible solutions when trying to close pay gaps.

This new in-person workshop will include:

- The legal framework, risks, common pitfalls, but also opportunities to use positive action in ways which are perhaps not readily understood or used to their full potential. Particularly in the areas of recruitment and promotion, and innovative ways to provide funding to individuals to help with their career development.
- Case study speakers from inside and outside the sector that have taken positive action and who are willing to share their experiences.
- Round table discussions to enable participants to share insights and lessons learned or to discuss ideas about positive action interventions.
- Panel discussion/Q&As to enable participants to explore the issues with the Eversheds Sutherland representatives and other speakers.

Confirmed speakers to date include:

- [REDACTED], Legal Director, Education, Eversheds Sutherland
- [REDACTED], Partner, Employment, Labor & Pensions Group, Eversheds Sutherland
- [REDACTED], Director of Equity, Diversity & Inclusion, University of Leeds

Further speakers and the timed programme will be announced shortly.

Timings, early bird price and booking

[Pay gap action planning: taking positive action](#) will take place at a central London venue on **Tuesday 17 October** between 10.00 am and 4.00 pm.

We have set a UCEA member '**early-bird**' price of **£425** (VAT free) per place for this event until **Friday 15 September**. The full price after that date is **£449** (VAT free) per place.

When you book you have the option of paying for a place by credit/debit card *or* to be invoiced.

For the benefit of attendees, we are **limiting attendance** to a **maximum of 40** attendees, so we would advise early booking to secure your place.

If you would like to attend the workshop, please complete the [TicketTailor booking form](#) which can also be found via [the UCEA website](#).

For any questions about the workshop please email events@ucea.ac.uk.


For information about UCEA's full programme of seminars, conferences and workshops visit the UCEA website at www.ucea.ac.uk/events. If you have any queries regarding this or any of our other events, please email events@ucea.ac.uk.

UCEA Events Team
Woburn House
20 Tavistock Square
LONDON WC1H 9HU

020 7383 2444
events@ucea.ac.uk

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From: [REDACTED] (Staff)
To: [REDACTED]; Shane O'Neill (Staff)
Subject: RE: UCEA's confidential discussions with Heads of Institutions – Thursday 8 June 2023 - MS Teams Link
Date: 07 June 2023 11:41:14
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Thanks [REDACTED]
Shane – I've put this in your diary, with the relevant Teams link.
Best wishes

[REDACTED]



[REDACTED]
PA to the Deputy Vice-Chancellor & Provost
Academic and Corporate Governance, University of Dundee
[REDACTED] | [REDACTED] [@dundee.ac.uk](#)



[Transforming lives, locally and globally](#)

University of Dundee, Nethergate, Dundee, Scotland, UK, DD1 4HN

From: [REDACTED] [@dundee.ac.uk](#)>
Sent: 07 June 2023 11:04
To: Shane O'Neill (Staff) [REDACTED] [@dundee.ac.uk](#)>
Cc: [REDACTED] [@dundee.ac.uk](#)>
Subject: FW: UCEA's confidential discussions with Heads of Institutions – Thursday 8 June 2023 - MS Teams Link

Shane

Please see below. Would you be available to deputise for Iain at this meeting tomorrow morning? Iain is scheduled to speak at the Futurescot DigitalScotland Tayside Conference at Abertay University first thing on Thursday.

No calendar invitation has been issued but the details, including the Teams link, are included below.

Best wishes

[REDACTED]

From: UCEA Events <Events@ucea.ac.uk>
Sent: 07 June 2023 10:56
To: [REDACTED] [@dundee.ac.uk](#)>
Cc: UCEA Events <Events@ucea.ac.uk>
Subject: RE: UCEA's confidential discussions with Heads of Institutions – Thursday 8 June 2023 - MS Teams Link

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Hello [REDACTED]

Thanks for letting us know that Professor Gillespie won't be able to attend the meeting tomorrow. I confirm that it will be fine for your Senior Vice-Principal to represent him.

Warm regards

[Redacted]

From: [Redacted] <[Redacted]@dundee.ac.uk>

Sent: Wednesday, June 7, 2023 10:17 AM

To: UCEA Events <Events@ucea.ac.uk>

Subject: RE: UCEA's confidential discussions with Heads of Institutions – Thursday 8 June 2023 - MS Teams Link

Importance: High

Dear Events Team

Unfortunately, due to prior diary commitments which cannot be changed, Professor Iain Gillespie will be unable to join this meeting tomorrow morning. Would it be possible for us to ask our Senior Vice-Principal to represent him?

Regards

[Redacted]



[Redacted]
PA to Principal & Vice-Chancellor
University of Dundee

[Redacted] <[Redacted]@dundee.ac.uk>



[We're Scottish University of the Year again!](#)

The Times / Sunday Times Good University Guide 2016 and 2017

From: UCEA Events <Events@ucea.ac.uk>

Sent: 07 June 2023 09:48

To: UCEA Events <Events@ucea.ac.uk>

Subject: FW: UCEA's confidential discussions with Heads of Institutions – Thursday 8 June 2023 - MS Teams Link

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Dear colleagues

In case you missed our email on Monday, we are writing to re-share the Teams link for tomorrow's Heads of Institution meeting. The meeting will take place **in the morning (Thursday 8 June) from 8am**. Please find the link highlighted below.

Warm regards

The UCEA Events Team

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Sent: Monday, June 5, 2023 4:25 PM

To: Raj Jethwa [Redacted] <[Redacted]@ucea.ac.uk>; [Redacted] <[Redacted]@ucea.ac.uk>; [Redacted] <[Redacted]@ucea.ac.uk>; [Redacted] <[Redacted]@ucea.ac.uk>; [Redacted] <[Redacted]@ucea.ac.uk>;

George Boyne [Redacted] <[Redacted]@abdn.ac.uk>

Subject: UCEA's confidential discussions with Heads of Institutions – Thursday 8 June 2023 - MS Teams Link

5 June 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 **Thursday, 8 June** and will discuss the current situation with New JNCHEs, including the UCU's marking and assessment boycott (MAB) and UNISON's strike ballots.

We have an HRD Insights session scheduled for the afternoon of 8 June and we therefore recommend that only Heads of Institution or Deputy Vice-Chancellors attend this 8 am session. The Teams link for this week's session (**Thursday 8 June**) is:

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Future dates

As a reminder the future dates for which we are asking you to 'hold' the **8 – 9 am** slot in your diaries are:

Thursday 22 June

Thursday 6 July

We will email you on the Monday of the week in question confirming whether the meeting will take place that week, indicate the expected items for discussion and also share the Microsoft Teams link for that week's meeting.

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 one of these discussion sessions in the coming weeks. 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

Raj

Raj Jethwa

Chief Executive

Universities and Colleges Employers Association

Woburn House

20 Tavistock Square

London WC1H 9HU

www.ucea.ac.uk

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From: [Shane O'Neill \(Staff\)](#)
To: [REDACTED]
Subject: RE: UCEA's confidential discussions with Heads of Institutions – Thursday 22 June 2023 - MS Teams Link
Date: 21 June 2023 18:05:00

Yes, I can do this from my flat in the morning, [REDACTED].
Let me know if Iain does come back and indicate that he can do this, as there is no point in both of us attending.

Shane



Professor Shane O'Neill (he/him/his)
Deputy Vice-Chancellor & Provost
University Executive Office, University of Dundee
[REDACTED] [@dundee.ac.uk](mailto:[REDACTED]@dundee.ac.uk)



[Higher Educational Institution of the Year - The Herald HE Awards 2023](#)

University of Dundee, Nethergate, Dundee, Scotland, UK, DD1 4HN

From: Valerie Dorward (Staff) <v.a.dorward@dundee.ac.uk>
Sent: 21 June 2023 17:15
To: Shane O'Neill (Staff) <SOneill001@dundee.ac.uk>
Cc: Lynsey McIrvine (Staff) <L.B.McIrvine@dundee.ac.uk>
Subject: FW: UCEA's confidential discussions with Heads of Institutions – Thursday 22 June 2023 - MS Teams Link
Importance: High

Shane

Please see invitation from UCEA below. Iain hasn't come back to me about this. If you are available, would you be able to join this meeting at 8 am tomorrow and report back to Iain? If so, the link to join is included below – no need to register.

Best wishes

Valerie

From: [REDACTED] [@dundee.ac.uk](mailto:[REDACTED]@dundee.ac.uk)>
Sent: 20 June 2023 10:22
To: Iain Gillespie (Principal) [REDACTED] [@dundee.ac.uk](mailto:[REDACTED]@dundee.ac.uk)>
Subject: FW: UCEA's confidential discussions with Heads of Institutions – Thursday 22 June 2023 - MS Teams Link

Iain

Do you want to join this? Or ask Shane to deputise for you?
[REDACTED]

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>
Sent: 19 June 2023 14:16
To: Raj Jethwa <R.Jethwa@ucea.ac.uk>; Andy Fryer <andyfryer@ucea.ac.uk>; Marc Whittaker <marcwhittaker@ucea.ac.uk>; [REDACTED] [@ucea.ac.uk](mailto:[REDACTED]@ucea.ac.uk)>; [REDACTED] >
Subject: UCEA's confidential discussions with Heads of Institutions – Thursday 22 June 2023 - MS Teams Link

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19 June 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 **Thursday, 22 June** and will discuss the current situation with New JNCHEs, including UCEA's letter to the TUs, the UCU's marking and assessment boycott (MAB) and UNISON's strike ballots.

We have an HRD Insights session scheduled for the afternoon of 22 June and we therefore recommend that only Heads of Institution or Deputy Vice-Chancellors attend this 8 am session.

The Teams link for this week's session (**Thursday 22 June**) is:

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Next date

As a reminder the next date for which we are asking you to 'hold' the **8 – 9 am** slot in your diaries is:

Thursday 6 July

We will email you on the Monday of the week in question confirming whether the meeting will take place that week, indicate the expected items for discussion and also share the Microsoft Teams link for that week's meeting.

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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 one of these discussion sessions in the coming weeks. 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

Raj

Raj Jethwa

Chief Executive

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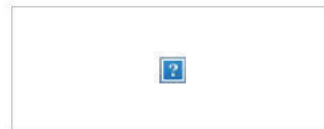
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From: [UCEA Events](#)
To: [REDACTED]
Subject: The UCEA/XpertHR Salary Survey of Higher Education Staff report and webinar
Date: 29 June 2023 12:26:36
Attachments: [image001.jpg](#)

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The UCEA / XpertHR Salary Survey of Higher Education Staff report and webinar



UCEA will publish the [2023 UCEA / XpertHR Salary Survey of Higher Education Staff \(SSHES\)](#) report in **early July**. A total of 124 institutions participated this year, providing details of pay data for almost 350,000 staff. This survey covers staff below the level of professor and function heads in professional services. We would like to thank all HEIs for making time to participate in this survey. UCEA publishes this survey on an annual basis in collaboration with salary survey specialists, XpertHR. The reports and data for the latest survey round will soon be accessible on their online platform – Cendex. Those who took part in the survey will be notified when it is published. For more information on the survey and the pay benchmarking data it provides, please visit [our dedicated web page on the SSHES](#).

In advance of the publication of the survey, UCEA and XpertHR would also like to invite you to join a **webinar** to introduce you to the Cendex system taking place on **Tuesday 18 July** between **11am and 11.45am**.

What to expect at the webinar

The focus of this webinar, which is expected to be no more than 45 minutes in length, is to go through examples on how to use the Salary Survey to answer specific benchmarking questions. This webinar will also discuss how this survey aligns with the Senior Staff Remuneration Survey (SSRS). If you have specific questions that you would like us to cover, please email research@ucea.ac.uk.

The webinar will be delivered by [REDACTED] Data Operations Manager at XpertHR and George Starling, Senior Research Analyst at UCEA.

The webinar will be broken down into 5 key sections:

1. Introduction

A summary of the key similarities and differences between the UCEA / XpertHR Salary Survey of Higher Education Staff (SSHES) and the Senior Staff Remuneration Survey (SSRS).

2. Getting started with Cendex

Cendex provides a range of tools and reports to aid you in managing employee reward. We will guide you through the available resources and help you get the most out of your subscription.

3. Using Cendex to benchmark a role

The Benchmark a role tool replaces the 'price a job' function on the previous salary survey site, giving you access to market data on a range of roles from across all industry sectors.

4. Review pay using Cendex

The Review pay tool provides a powerful online alternative to the Excel benchmarking individuals and benchmarking groups tools – enabling you to compare individual staff or groups of staff to your chosen market data and identifying variance to the market.

5. Finding HE specific information on Cendex

Find out how to filter the data within Cendex to focus just on HE and access the HE specific PDF and Excel reports you previously accessed from the Salary Surveys site.

Can I join?

While the webinar is aimed at UCEA members that have participated in the 2023 Survey, prospective

participants are also welcomed to join.

The good news is up to three colleagues from the same HEI can join this webinar.

The webinar will be hosted on Microsoft Teams and participants will need a laptop, tablet or other internet enabled device to watch and to ask questions via a 'chat' function.

Booking

To book your place, please complete the [Tickettailor booking form](#).

The joining email which will include the Teams meeting link will be sent no later than 3 pm on Friday 14 July. The Tickettailor platform does not share the link to the Teams meeting.

For queries on our seminars and events email events@ucea.ac.uk

The Events Team

UCEA
Woburn House
20 Tavistock Square
London, WC1H 9HU

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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 staffing and services](#)

[National Conversation on Pay Bargaining](#)

Employment policy

[Government consultation: Calculating holiday entitlement for part-year and irregular hours staff – UCEA response](#)

[UCEA Charter Matrix](#)

[Annual increase to employment tribunal compensation from 6 April 2023](#)

[Gender pay gap reporting](#)

[Government response to the Women and Equalities Committee’s report – Menopause and the workplace](#)

[Stress Awareness Month](#)

Research

[Understanding GDP, economic growth and ‘technical recessions’](#)

[Salary Survey of Higher Education Staff 2022-23](#)

Pensions in HE

[UCEA pensions newsletter](#)

[Government confirms auto enrolment extensions](#)

[Judicial review on McCloud remedy cost dismissed](#)

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

We welcome comments and suggestions; please email communications@ucea.ac.uk or hr@ucea.ac.uk.

Next UCEA Employment Bulletin: June 2023

UCEA news

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

A reminder of some of the UCEA services and materials we have provided to members since the start of February (the date of our previous Bulletin). From Updates to events, this is just a handful of the highlights...

- UCEA's [2023-24 New JNCHES pay round](#) web pages are being updated regularly as this round progresses. The feedback on the Acas facilitated talks and the terms of reference (ToRs) for Phase two of the round have been recently added.
- Linked to this, our [news releases](#) pages are regularly updated, in response to IA and the pay negotiations. At the time of the Bulletin 'going to print' the focus was on Phase two of the 2023-24 pay round. UCEA's communications briefings regarding the pay talks are hosted in the [Member Briefings](#) section of the website which are written to assist members' communications. Our most recent briefings on implementing the pay uplift and around the ToRs on the non-pay items were added in February and March respectively. UCEA members espouse the need for a proactive and positive approach to communicating the highly valuable total reward package provided to staff in HE. The communications of positive messages relating to pay and non-pay issues is a task for both UCEA and participating HEIs.
- Members are reminded to use UCEA [events page](#) to find details of all our events. Upcoming events include [HE pensions 2023 and beyond](#) the annual UCEA pensions conference which will take place on **16 May 2023** at Woburn House, London. This is a great opportunity to hear from all the sector's main pension schemes and network with pensions colleagues. Other upcoming events will include a spring meeting of our Clinical Academic Network (CAHRN), a summer meeting of our Immigration HR Network (IHRN), our popular Essentials of employment law course and our annual health, safety and workforce wellbeing conference.
- UCEA is conducting a survey on the current extent and nature of **DC pension provision in HE**. The survey seeks to gather information on the types of DC schemes offered, contribution structures, quality of provider services and which staff are enrolled in DC. The deadline for completing the survey is **Friday 28 April 2023**. You can find more information about the survey in [UCEA Update 23:014](#).
- At the end of March, we published our **Clinical academic pay scale survey 2022** report. It is based on the findings of a short survey which took place last autumn which sought to identify how the various clinical academic pay scales are used by HEIs across the UK. The report which is available on the [UCEA website](#), contains a full analysis of all roles and pay scales based upon the reported data.

UCEA staffing and services

Members are reminded that email remains the best way contact UCEA officers. Please email the relevant [members of staff](#) or enquiries@ucea.ac.uk and we will respond quickly and arrange calls, if preferred. Our [My UCEA](#) webpage remains a popular option for authorised contacts at our member institutions.

We are currently recruiting for a [Research Analyst](#) and a [Governance & Business Support Officer](#) to add capacity to those teams. There is **still time to apply** for either role. The closing date for applications for the Governance & Business Support Officer role is midday on 11 April and for the Research Analyst it is midday on 17 April.

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!

National Conversation on Pay Bargaining (NCPB)

Thank you to so many of you for responding to our consultation on the future of collective pay bargaining, which closed in February. We will be sharing the findings of the consultation, along with next steps, at an HRD Insights event after Easter. Watch out for the invitation, which will be sent to our HRD contacts shortly. If you have any questions about the NCPB, please contact [REDACTED]

Employment policy

Government consultation: Calculating holiday entitlement for part-year and irregular hours staff – UCEA response

Further to [Update 23:002](#), UCEA received 45 responses to our request for feedback from members on the [government's consultation](#) which closed on 9 March 2023. The consultation invited views on the Westminster Government's proposals to introduce a holiday entitlement reference period for 'part-year' and 'irregular' workers, to ensure that their holiday pay and entitlement is directly proportionate to the time they spend working, and not greater than part-time workers who work the same total number of hours across the year (a consequence of the Supreme Court's judgement on *Harpur Trust v Brazel* in July 2022). We submitted a [sector response](#) which is now available on our website.

Based on members' views, UCEA confirmed that the government's proposal to simplify the calculation of the holiday entitlement that these workers are entitled to is generally welcomed by the sector. The *Harper v Brazel* ruling created a disparity between workers, additional costs and administrative complexities for employers. Having given careful consideration to the full range of proposals detailed in this consultation, and based on the views we received, UCEA put forward a request for the government to consider allowing employers to use the 'percentage method', as suggested for agency workers, for all part-year and irregular workers. We noted that in the HE sector, the 'percentage method' whereby holiday entitlement is calculated as a percentage of hours worked during a defined period has generally been used and preferred (in line with Acas guidance prior to the *Harper v Brazel* case). This is due to the large variety of mutually beneficial 'atypical' contract types and working arrangements that exist for education delivery - it is seen as the easiest way to administer holiday entitlement, whilst being an effective way of ensuring parity across the organisation.

We will update members on the outcome of the government's consultation, when available.

UCEA Charter Matrix

Members are reminded that UCEA has developed a matrix of over 40 employment charters in response to the growing number of charters and pledges that are available to employers ([Charter Matrix](#)). The schemes provide public recognition of 'good employment' practices over the whole employee journey and are mapped to show where they overlap in terms of subject matter and processes to commit to them. The various initiatives are categorised into the overarching themes of Equality and Diversity, Health and Wellbeing, Family and General Employment.

UCEA has recently updated the [Charter Matrix](#) (Family and Equality and Diversity themes) to include:

- The [Fertility Workplace Pledge](#); and
- The [Emily Test Charter](#)

The [Fertility Workplace Pledge](#) has been launched by Nickie Aiken, Member of Parliament for the Cities of London and Westminster, and has four main elements to it:

- Ensuring there is an accessible workplace fertility policy,
- establishing the role of Fertility Ambassador to raise awareness in the workplace,
- staff training,

- and giving employees the right to request flexible working to attend appointments related to their fertility treatment.

UCEA is aware that a number of private sector organisations have committed to the pledge, but we would be interested to know if any HEIs have done so – if your HEI has signed the pledge, please contact [REDACTED] Senior Employment Policy Adviser.

A private members' bill – [the Fertility Treatment \(Employment Rights\) Bill](#) – has been introduced in Parliament, alongside the launch of the Pledge. If passed into law, the Bill would give employees a statutory right to take time off work to attend fertility treatment clinic appointments, in a similar way to antenatal appointments. An employee would have the right not to be subjected to any detriment by any act, or any deliberate failure to act, by their employer in connection with their right to take time off work to attend fertility treatment appointments. The second reading of the Bill is due to take place on 24 November 2023.

[The Emily Test Charter](#) was launched in 2021 and is a Gender-Based Violence (GBV) Charter for colleges and universities. Emily Test is a Scottish Government-funded charity in Scotland working to improve gender-based violence (GBV) prevention, intervention and support in further and higher education in Scotland. It was set up in 2016 following the death of undergraduate student, Emily Drouet, after she was subjected to a campaign of GBV from a fellow student. The 'test' the charter refers to requires minimum standards (based on a set of principles) to be met, and can be summarised as: Would your institution have saved Emily's life? There are currently 13 educational institutions across Scotland that are engaged with the charter, including a number of HEIs, and we understand that it may be extended to other UK educational institutions in the near future.

HEIs may also find the [Equally Safe in Higher Education Toolkit](#) useful. This is a free resource created for Scottish universities at the University of Strathclyde by the ESHE Project team, providing a practical collection of free materials and resources for Scottish HEIs working to prevent gender-based violence (GBV) on their campuses. Although the Toolkit specifically reflects on and references Scottish government policy, the materials may also be useful to HEIs in other nations when developing their approach or policy in this area.

Annual increase to employment tribunal compensation from 6 April 2023

Employment Tribunal Limits

[The Employment Rights \(Increase of Limits\) Order 2023](#) has been published, setting out the new limits and caps to be applied in Employment Tribunal remedies. These apply where the event giving rise to the claim, such as the termination of employment, occurs on or after 6 April 2023.

The key increases include:

- The cap on a week's pay for the purposes of calculating both the basic award in unfair dismissal cases and statutory redundancy payments will be increased from £571 to £643. This means that the maximum basic award for unfair dismissal and the maximum statutory redundancy payment will increase from £17,130 to £19,290;
- The minimum basic award for unfair dismissal in health and safety, employee representative, trade union and occupational pension trustee cases will increase from £6,959 to £7,836;
- The maximum compensatory award for unfair dismissal will rise from £93,878 to £105,707 (in each case, the maximum award would be one year's gross pay if this is lower than these figures). The cap on compensation does not apply to certain dismissals (including those arising due to unlawful discrimination or whistleblowing).

Discrimination Compensation

The annual updates to the [Vento guidelines](#) (which give ranges for injury to feelings awards in discrimination cases, depending on severity) have been published. In respect of claims presented on or after 6 April 2023, the Vento bands are:

- a lower band of £1,100 to £11,200 (less serious cases);
- a middle band of £11,200 to £33,700 (cases that do not merit an award in the upper band); and,
- an upper band of £33,700 to £56,200 (the most serious cases), with the most exceptional cases capable of exceeding £56,200.

Gender pay gap reporting

The Westminster Government has published updated [statutory guidance](#) on gender pay gap (GPG) reporting. GPG reporting has been a statutory requirement since 2017 under which public and private sector organisations in England, Scotland and Wales with 250 or more employees must carry out and report various calculations on a specific 'snapshot' date each year designed to track their organisation's gender pay gap over time.

The snapshot dates are:

- 31 March for most public authority employers
- 5 April for private, voluntary and all other public authority employers.

The guidance does not apply to Scottish or Welsh public authorities - there are different regulations for [Scotland](#) and [Wales](#). The provisions also do not apply to Northern Ireland as yet.

There have been no changes to the factual content of the guidance and the way organisations work out and report their GPG information is the same, but the format of the guidance has been updated to:

- make it clearer and simpler;
- locate it in one place on [GOV.UK](#); and,
- remove any unnecessary duplication and repetition.

UCEA has published a range of resources for members on the GPG available on the [Equality and Pay Gaps](#) section of UCEA's website. The resources include regularly updated infographics [Examining the GPG in HE](#). UCEA has also published a report on [Intersectional Pay Gaps in Higher Education](#). This is the second edition of this report and compares gender, ethnicity and intersectional pay gaps across the sector for all six reporting metrics. Participating HEIs also receive access to the [UCEA Pay Gaps Dashboard](#) which can be used for interactive benchmarking across different groups of HEIs.

The CIPD have also published a [Gender pay gap reporting guide](#) to help employers comply with the reporting requirements and address their GPGs.

Government response to the Women and Equalities Committee's report – Menopause and the workplace

On 24 January, the Westminster Government published its [response](#) to the [Women and Equalities Committee's report - "Menopause and the workplace"](#). While some of the recommendations made in the report were accepted, either in full or in part, several key recommendations were not. These included making the menopause a protected characteristic under the Equality Act 2010, and enacting Section 14 of the Equality Act, which outlaws less favourable treatment because of a combination of two relevant protected characteristics. The recommendations to pilot a policy for menopause leave with a large public sector employer and the production of model menopause policies were also rejected.

However, the government is developing 'strengthened guidance' that will give 'a set of clear and simple principles' that employers would be expected to apply to support disabled people and those with long term health conditions at work. The government states these could also apply where workers are experiencing symptoms such as those that occur in the menopause.

The government also accepted the Committee's recommendation to make flexible working a 'day one' right, which had already been accepted following the government's Consultation on Making Flexible Working the Default and legislation is currently making its way through Parliamentary approval.

The government also accepted the Committee's recommendation to appoint a "menopause employment champion" to work alongside stakeholders from business, unions and advisory groups, whose role will be to 'give a voice to menopausal women, promoting their economic contribution, and working with employers to keep people experiencing menopause symptoms in work and progressing'. On 6 March, Helen Tomlinson, Head of Talent (UK & Ireland) at The Adecco Group was [appointed by the government](#) as the first Menopause Employment Champion. The role will focus on encouraging employers to develop menopause policies that create more supportive environments.

Members may wish to read our 2021 [blog](#) from The University of Sheffield, 'Creating a menopause friendly workplace' and 2022 case study from [The University of Greenwich](#) on 'Developing and implementing an inclusive/progressive employment policy – menopause' for further information in this area.

Stress Awareness Month

April is Stress Awareness Month. UCEA's [stress and mental wellbeing resources pack](#) for HEIs developed jointly with the trade unions is an extensive list of resources and includes links to webpages and documents about work-related stress and mental health from a wide range of organisations including the HSE, Acas, the CIPD resources and trade unions. Acas have also developed a [Stress at Work Toolkit](#).

For more information on any of the above employment policy related matters please contact [\[redacted\]](#) or [\[redacted\]](#)

Research

Understanding GDP, economic growth and 'technical recessions'

In its [Economic and fiscal outlook](#) published on the same day at the Spring Budget, the Office for Budget Responsibility (OBR) forecasted that the UK will not enter a technical recession in 2023. [An episode of the Office of National Statistics' \(ONS\) Statistically Speaking podcast](#) discusses the definition of a recession, explaining how the ONS calculates GDP, and describes other measures relevant to economic wellbeing.

While a technical recession is widely regarded as 'two consecutive quarters of negative growth', Darren Morgan, ONS Director of Economic Statistics, discusses in the podcast how best to interpret small changes in economic growth. He gives an overview of how GDP is calculated, in a timely and comprehensive manner. As well as covering manufacturing, earnings and public spending, GDP considers changes in the use of public services such as education and healthcare. The ONS estimates GDP by surveying thousands of households and businesses and revises GDP over time as more economic data becomes available. Given the numerous factors that feed into GDP and that revisions can happen, Morgan describes recent trends in economic growth as being 'broadly flat' and that differences between small percentages of growth and contraction can be overinterpreted.

The ONS Chief Economist, Grant Fitzner, then provides a history of the term 'recession' and discusses how it is typically used. Looking at the early 1980s recession and the 2008 financial crisis, he defines a recession as 'a prolonged and significant downturn in economic activity'. These previous recessions should be contrasted with the current economic trend. Fitzner sees previous downturns as more substantial than the current trend since they were " *...not just one or two quarters, and not just a 0.1% change*". Other economic measures beyond GDP should be taken into

account when considering whether an economy is in recession, such as business liquidations, retail spending and unemployment rates.

The podcast also discusses the shortcomings of GDP as a statistic, with Fitzner highlighting that it does not necessarily capture quality of life, economic wellbeing, or environmental factors. Liz McKeown, the ONS Director of Public Policy Analysis, reports on [the ONS's latest work on quality of life](#) in the UK. Data on wellbeing, education and skills, interpersonal relationships, finance, health and the environment are now reported alongside quarterly estimates of GDP.

Salary Survey of Higher Education Staff

The UCEA / XperTHR Salary Survey of Higher Education Staff (SSHES) 2023 is currently in field. The survey covers salaries of all staff below Professor level or professional services equivalent. This survey, along with the Senior Staff Remuneration Survey, represents the largest pay benchmarking resources in the sector with last year's survey reporting employee pay data for 293,419 individuals from 110 institutions. XperTHR undertakes the data collection and survey analysis on behalf of UCEA.

There is **still time** to take part and the deadline for submitting completed survey forms is **Friday 28 May 2023**. Access to the pay benchmarking data is for participating institutions only at a cost of £910 plus VAT.

If your institution would like to participate and has not received the survey invitation from XperTHR, please contact [redacted]@xperthr.co.uk or the XperTHR participation team participants@xperthr.co.uk. When doing so, please copy in [redacted]@ucea.ac.uk.

If you have any questions about the above articles, please contact [redacted] or [redacted].

Pensions in HE

UCEA pensions newsletter

In March we published edition 31 of our [pensions newsletter](#). This latest edition looked at the estimated cost pension tax relief system, its flaws and the likelihood or not of any reforms to simplify the system. The newsletter also provided updates on the main HE sector schemes and confirmed that UCEA's annual pensions conference, [HE pensions 2023 and beyond](#), will take place on 16 May 2023.

Government confirms auto enrolment extensions

The Westminster Government has recently confirmed its support for a new Private Members Bill on reforms to Automatic Enrolment (AE). The bill proposes;

- A reduction in the lower age limit from (currently age 22) which the employer duty to auto-enrol applies – but with regulations now able to set this lower age. The policy intent is to reduce the lower age limit to 18.
- The potential removal of the lower limit of the qualifying earnings band (currently £6,240 p.a.) within which minimum AE contributions are determined, so that contributions are calculated on all earnings up to the upper limit of the band (currently £50,270 p.a.). Regulations are able to deliver on the detail which could allow for the lower limit to be reduced for a period of time ahead of its potential removal.

The expectation is that the provisions in this Bill will not result in any immediate change but will give the Secretary of State powers to amend the age limit and lower earnings limit for AE. There will be a statutory requirement to consult before using these powers and the government has recently stated that it hopes to issue its consultation in the autumn assuming the Bill is finalised over the coming weeks.

Judicial review on McCloud remedy cost dismissed

A judicial review on the Westminster Government's proposed method of paying for costs incurred by the McCloud judgment has been dismissed by the High Court.

The Fire Brigade Union (FBU) brought a claim for judicial review challenging the Westminster Government for failing to lift the pause on the operation of the cost control mechanism in the public service schemes and failing to implement benefit improvements that it said should have been made following the 2016 valuations of schemes including the TPS and NHSPS.

However, the case was dismissed after the Judge, Justice Choudhury, who concluded that the legal bases on which the unions claims was brought were not made out. The judge also stated that the wording of the Public Service Pensions Act is wide enough to allow directions to be made passing on the McCloud cost to members.

The FBU has put in an application for permission to appeal the High Court ruling.

For more information on pensions issues please contact [REDACTED] or [REDACTED]

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

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

We welcome comments and suggestions; please email info@ucea.ac.uk or enquiries@ucea.ac.uk.

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 [REDACTED]
- 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 is 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 took 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 Fryer](#) 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 [REDACTED] 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 as 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 UUK (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  or [Elaine Schegar](#).

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 HPEM 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 HPEM 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 HPEM 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 [REDACTED] or [REDACTED]

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 staffing and services](#)

[UCEA triennial membership survey](#)

[The outcome of the National Conversation on Pay Bargaining consultation](#)

Employment policy

[Government announces removal of controversial “sunset clause” in Retained EU Law Bill and introduction of rolled-up holiday pay](#)

[Acas guidance on mental health](#)

[Guidance for employers – ethnicity pay reporting and positive action in the workplace](#)

[Office for Students \(OfS\) consultation on harassment and sexual misconduct](#)

[Neonatal leave and parents’ redundancy protection bills become law](#)

Pensions in HE

[UCEA pensions newsletter](#)

[Capita data breach](#)

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

We welcome comments and suggestions; please email ████████@ucea.ac.uk or ████████@ucea.ac.uk.

Next UCEA Employment Bulletin: August 2023

UCEA news

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

At this point we usually provide a full reminder of some of the varied UCEA services and materials we have provided to members since the start of April (the date of our previous Bulletin). From Updates to events, regular readers may recall we summarise a handful of the highlights.

- Across April and May UCEA's [2023-24 New JNCHES pay round](#) webpages were being updated regularly with the recent exchange of letters setting out why UCEA is at the table, waiting for UCU and the trade unions. A great deal of our activity and provision has of course surrounded our open access webpage, [Union disputes 2022-23](#) in addition to member only resources stored on the [Guidance on industrial action](#) members only webpage.
- Our [news releases](#) pages are regularly updated, in response to IA and the pay negotiations. The [Member Briefings](#) section of the website houses a number of provisions to assist members' communications:
 - UCEA messages for members
 - 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] or [Marc Whittaker](#).

- [Our latest blogs](#) are all well worth reading but in light of the ongoing IA we urge readers to read UCEA's new blog, [Facing facts when it comes to industrial relations](#), by Jerry Cope, UCEA's Deputy Chair of Board and member of the New JNCHES negotiation committee. Jerry's blog explains how in his 30+ years of negotiations, discussions, calculations and considerations with many trade unions and on pay review bodies there has always been one vital ingredient for any chance of progress or settlement – facts. Facts that need to be gathered, understood and agreed by all parties who may disagree on policy but are at least working from a common base.
- HEPI's [Comparative Study of Higher Education Academic Staff Terms and Conditions](#) report was published on 25 May and includes some powerful messaging around the work conditions of academics. [UCEA's media release](#) was included in media coverage of the report. We'd thoroughly recommend that members make their staff aware of some of the key findings and reiterate this as part of their Total reward package and employee value proposition. It is worth noting that UCEA worked with HEPI and SUMS in the final stages, providing updated facts and figures, and explaining much needed context.
- Members are reminded to visit the [events webpage](#) to look for details of all our events.

UCEA staffing and services

It has been and remains an exceptionally busy time for UCEA staff but members are reminded that email remains the best way contact us. Please email the relevant [members of staff](#) or enquiries@ucea.ac.uk or IA@ucea.ac.uk accordingly and we will try to respond ASAP. Our [My UCEA](#) webpage remains a popular option for authorised contacts at our member institutions.

We remain in the process of recruiting for our Research team and for a part-time Senior employment Policy Adviser (SEPA). Details of the SEPA role can be found on the [website](#) and we are open to secondments from HR professionals in HEIs for the role. The closing date for applications is Monday 26 June.

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.

UCEA triennial membership survey

Thank you

We would like to say a big 'thank you'. The triennial UCEA membership survey, conducted by DJS Research, ran across four exceptionally busy and challenging weeks for the sector during April and May. We chose to run the survey, despite the UCU strike action, to remain within the three academic years since the previous (2019-20) survey. Of course, the primary aim is to assess your satisfaction with the range of services we currently provide and gain valuable feedback on specific aspects of our work. A further aim is to gather members' reflections on what they might want to see UCEA develop.

For an online survey, DJS described the response rate from our 173 member organisations as 'excellent' with half of HR Directors (86) and an unprecedented 70 Heads of Institution taking part. For context, 80 HR Directors and 46 Heads of Institution completed the 2019 survey. So again, 'thank you'.

Results and comparisons

At the time of writing, we have not yet received the full findings from DJS, although they have provided a reassuring piece of intel for Bulletin readers; that membership satisfaction was looking 'positive'!

While it was difficult for the 2023 questions to mirror exactly those in 2019, 2016 and 2013 we will work to produce comparisons. These included some survey questions that fell under subheadings relating to UCEA's general membership provisions and effectiveness, value for money as a UCEA subscriber as well as members' satisfaction levels and perceptions of UCEA.

The report for members will be 'coming soon' but thanks again and please get in contact with [REDACTED] for any immediate queries.

The outcome of the National Conversation on Pay Bargaining consultation

In early May we wrote to all Heads of Institution and HR Directors to say thank you for taking the time to respond to our written consultation, [Adapting for sustainability](#), the culmination of our National Conversation on Pay Bargaining (NCPB). We also included a presentation of the consultation findings which we had previously presented over 100 senior HR colleagues.

In summary, 95 HEIs responded, representing two-thirds of those HEIs that take part in collective bargaining expressing overwhelming support of collective pay bargaining and UCEA's role as their representative.

UCEA's recommendation in the consultation, based on 18 months of engagement, was to 'adapt' (rather than 'stick' or 'replace') our approach to pay negotiations within the current structure. This approach was supported by two-third of respondents. We will now develop an approach to negotiations based on this response from the sector. In practice this will involve providing greater leadership over developing the mandate, which was trialled in the most recent pay round. We will offer more focussed consultation with members, exploring a window within which the final offer will land, developed using robust analysis and setting this out in a more concise employers' statement.

There was, however, a minority of employers that supported structural reform to the negotiating process, and conditions for this reform may become more favourable in the future. Therefore,

UCEA is committing to review the proposed approach to pay bargaining in three to four years to assess the adapted approach to negotiations within New JNCHES.

We are also exploring some potential improvements to the current New JNCHES system, such as simplifying how we ratify decisions and streamlining the disputes procedure, although these changes would require agreement with the trade unions.

You can keep up to date on issues relating to the NCPB via our [website](#). If you have any specific queries, please contact [REDACTED].

Employment policy

Government announces removal of controversial “sunset clause” in Retained EU Law Bill and introduction of rolled-up holiday pay

On 10 May 2023, the Westminster Government published its paper, ‘[Smarter Regulation to Grow the Economy](#)’. The paper sets out proposed changes to regulations, aimed at reducing bureaucracy and driving economic growth. Of particular interest to members are the proposed changes affecting retained EU law and the Working Time Regulations 1998. Changes to limit non-compete agreements to three months, and Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) consultation requirements for small employers with fewer than 50 people and transfers affecting less than 10 employees.

The Retained EU Law (Revocation and Reform) Bill sets out proposals regarding which aspects of EU law would be retained and which would be removed following the UK’s departure from the EU, and included a “sunset clause.” This clause would have led to the majority of retained laws being discarded on 31 December 2023 unless deliberately protected. However, due to growing opposition, the government has now announced that this clause will be removed and replaced with a specific list of the retained EU laws that will be revoked at the end of the year. There is currently no key employment legislation on the list.

We are still awaiting a full response to the government consultation on calculating holiday, entitlement for part-year and irregular workers, which followed the Supreme Court’s judgement in *Harpur Trust v Brazel* (July 2022), but note that the government is proposing the introduction of rolled up holiday pay in law, at the rate of 12.07%. The government also plans to merge the 4 weeks minimum holiday required under the Working Time Directive and the 1.6 weeks required under domestic law (Working Time Regulations), maintaining the same amount of statutory leave entitlement overall, and simplify record keeping requirements.

These proposed changes will be the subject of a [consultation](#) due to end on 7 July 2023. UCEA will be responding to the section on ‘Holiday pay and entitlement reform’ on behalf of the HE sector, using the information that was collected in response to the government [consultation](#) on calculating holiday entitlement for part-year and irregular workers during February and March this year. If you would like to provide additional views on the consultation, for example on the proposed merging of statutory holiday entitlement, please email [REDACTED] by 26 June 2023.

Acas guidance on mental health

Acas has published [new guidance](#) on making reasonable adjustments for staff experiencing mental health conditions. While this does not create any new legal obligations, it provides detailed practical guidance for employers and employees, highlighting the importance of creating a supportive and inclusive work environment for those that are experiencing mental health conditions. It includes guidance on:

- How employers should respond proactively and collaboratively to requests for reasonable adjustments in relation to mental health;
- Types of reasonable adjustments to consider for mental health; and
- How to manage ongoing reasonable adjustments through regular review and monitoring.

Guidance for employers – ethnicity pay reporting and positive action in the workplace

The Westminster Government has published [Ethnicity pay reporting: guidance for employers](#). The guidance sets out how employers can report on their ethnicity pay and covers how to:

- collect employees' ethnicity data;
- gather the required payroll data for ethnicity pay calculations;
- undertake ethnicity pay calculations;
- analyse and understand the results of these calculations; and
- develop an action plan to address any identified disparities.

The aim of the guidance is to develop a consistent, methodological approach to ethnicity pay reporting, which leads to meaningful action, while remaining proportionate and without adding too much burden on employers. Much of the guidance mirrors the approach set out in the government's guidance for gender pay gap reporting to help employers avoid having to run different processes to collect pay data for both sets of calculations.

For further information on gender, ethnicity and intersectional pay gaps please see UCEA's recently published report, [Intersectional Pay Gaps in Higher Education](#) and our resources on [equality and pay gaps](#).

In addition to the guidance on ethnicity pay reporting above, the government has also published guidance on [Positive action in the workplace](#) to help employers understand how they can use the positive action provisions in the Equality Act 2010 (the Act) appropriately to remove barriers to diversity in their workforce and enable equality of opportunity.

The new guidance draws on the [Equality and Human Rights Commission's \(EHRC\) Statutory Code of Practice on Employment](#) (the Statutory Code) which has a section on positive action (chapter 12) and includes a checklist the Statutory Code suggests that employers use to consider and document positive action measures. The guidance recommends that employers read Chapter 12 of the Statutory Code, in addition to the guidance.

Office for Students (OfS) consultation on harassment and sexual misconduct

On 23 February 2023 the OfS launched a consultation on a new approach to regulating harassment and sexual misconduct in English HEIs. The consultation closed on 4 May and Universities UK (UUK) submitted a [response](#) on behalf of the sector. UUK's response includes feedback on the consultation proposals from UCEA members including on the proposal to introduce a new general ongoing condition of registration relating to harassment and sexual misconduct and a proposal that HE providers should create a 'single document that comprehensively sets out their policies and procedures on subject matter relating to incidents of harassment and sexual misconduct.

The OfS is aiming to publish a summary of the responses and their decisions later this year.

Neonatal leave and parents' redundancy protection bills become law

Three Private Members' Bills relating to parents and unpaid carers which were backed by the Westminster Government received Royal Assent on 25 May 2023. Parents and carers will benefit from the following new provisions, once secondary legislation is in force:

- **The Neonatal Care (Leave and Pay) Act:** This will provide up to 12 weeks of paid neonatal care leave for employed parents whose children are admitted to neonatal care. This is in addition to other leave and pay entitlements such as maternity and paternity.
- **The Protection from Redundancy (Pregnancy and Family Leave) Act:** This will extend existing redundancy protection for pregnant women and new parents whilst on Maternity Leave, Adoption Leave or Shared Parental Leave to cover pregnancy and a period of time after parents return to work.

- **The Carer's Leave Act:** Employees who are unpaid carers will be entitled to a week of flexible unpaid leave a year if they are caring for a dependant with a long-term care need.

For more information on any of the above employment policy related matters please contact [REDACTED] or [REDACTED].

Pensions in HE

UCEA pensions newsletter

In May we published edition 32 of our [pensions newsletter](#). This latest edition looked at the pension reforms implemented in France including an increase in the state pension which have led to widespread protests from workers across the country. We also looked at the latest developments in the UK State Pension age review, and provided updates on the main HE sector pension schemes.

Capita data breach

Several high profiles pension schemes and insurers and councils have announced that they have been impacted by the recent Capita data breach. Capita is one of the largest public-sector service providers in the UK. It has £6.5 billion in contracts managing systems such as the BBC licence fee, the London congestion charge and providing administration and technology services to pension schemes and insurance providers.

The cyber-attack involved ransomware where criminals use malware to search through an organisation's systems, stealing vast quantities of data. In most cases, the criminals encrypt the files and lock users out of their devices until a ransom is paid.

Capita says that the cyber-attack was "significantly restricted" and affected only 4% of its IT systems. Over the course of the past month we have heard that the trustees of the Unilever pension scheme have said that they have been affected and have written to their 40000 scheme members to say that personal information was compromised in the hack, while the trustees of the M&S pension scheme and the insurer Rothesay are also said to be affected. Such is the reach of Capita, several councils across England that use the organisations services to support council tax and benefit services have also stated that they are affected by the data breach.

USS also recently [announced](#) that details of USS members were held on Capita servers and accessed by hackers. The information potentially accessed included title, initial(s), name date of birth, National Insurance number and USS member number. Retirement dates were contained in the files.

The Pensions Regulator has stated that pension scheme trustees are responsible for the security of their members' data. Where schemes are affected by the data breach they should proactively communicate with scheme members to [warn them about pension scams](#). Pension trustees should also monitor increased or unusual transfer requests.

For more information on pensions issues please contact [REDACTED] or [REDACTED].

UCEA TRIENNIAL MEMBER SATISFACTION SURVEY 2022 - 2023

Summary of findings

The UCEA Member Satisfaction Survey assesses members' satisfaction with the range of services we currently provide and gains valuable feedback on specific aspects of our work. It is also an important opportunity to assess how our subscribing organisations feel about the quality of UCEA services and our representation of members' interests. A further aim is to gather members' reflections on what they might want to see UCEA develop.

Our latest triennial survey was conducted in April and May of this academic year. With our last survey conducted in January 2020 just prior to the Covid-19 pandemic and all the ongoing and continuing repercussions, and with the amount the sector has been through since then, UCEA is acutely aware that the sector seeks new support in addressing new challenges.

While there is no room for complacency, the findings of this survey demonstrate the value our members place on UCEA's services and activities, helping us to understand what we need to emphasise in order to continue providing the support they need in these difficult times.

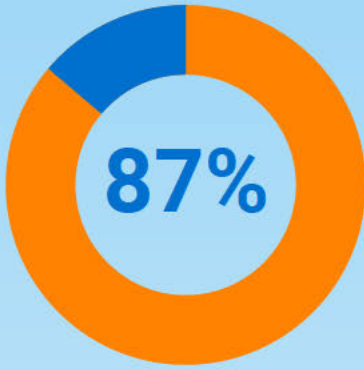
Both Heads of Institution and HR Directors were asked to participate in the survey, setting out the future priorities they wished UCEA to address. The survey then delved deeper, asking HR Directors for more feedback on UCEA's success in delivering against our aims and objectives in specific areas. Our thanks go to all contributors.

The information we gathered in the membership survey is extremely valuable, providing us with feedback from three years' service provision during the Covid-19 pandemic and the ongoing unprecedented industrial relations challenges and valuable information to shape our future priorities and services. In the autumn we expect to focus on our strategic direction for the next planning cycle.

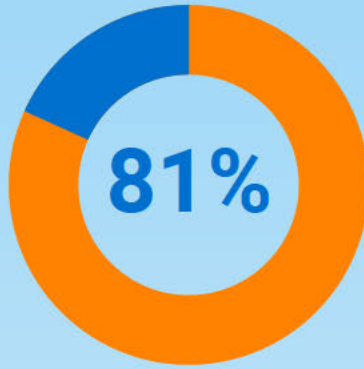
In the meantime, we hope you find this summary of the feedback useful.



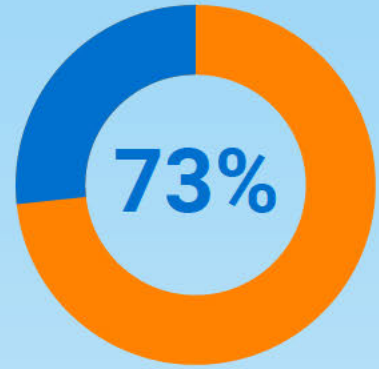
Overall satisfaction



of members are **very satisfied** or **satisfied** with UCEA's services overall.



of members **agree strongly** or **agree** that UCEA's services and support provide good value for money.

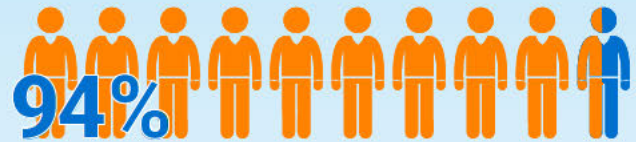


of members **agree strongly** or **agree** that UCEA's sector level representation reflects members' institutional diversity and distinctions.

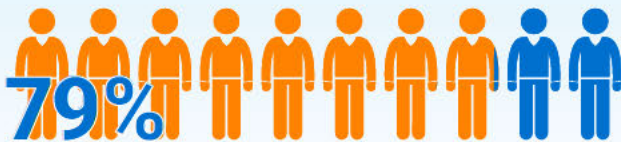
Representing members and their interests



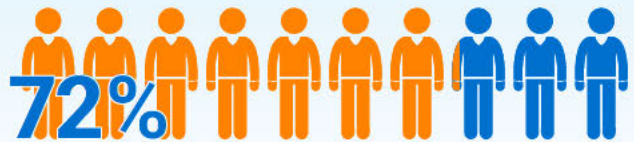
of members say that UCEA is **very effective** or **effective** in representing its member organisations' interests in sector-level engagement and lobbying on employment matters.



of members rate the usefulness of UCEA's information in supporting organisations' employment and workforce strategy as **useful** and **very useful**.

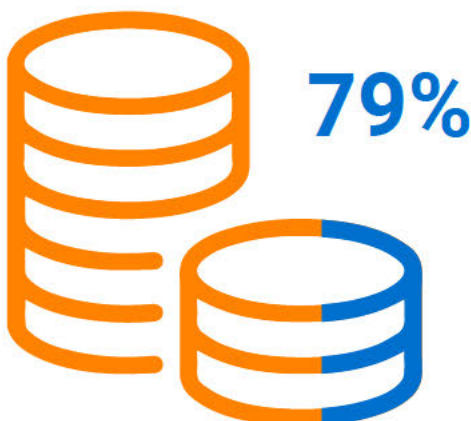


of members **strongly agree** or **agree** that UCEA is alert to challenges and opportunities of the wider environment.



of members say that UCEA is **very effective** or **effective** in representing the collective interests of organisations represented in JNCHES for pay spine negotiations.

National conversation for collective pay bargaining



of members **strongly agree** or **agree** that the support provided by UCEA in relation to pay bargaining has been very useful or useful.

Reward, engagement and employee experience

81%

of members **strongly agree** or **agree** that UCEA's information and support in reward strategies is useful.

81%

of HR Directors find UCEA's information and support in relation to trade union and wider workforce engagement **very useful** or **useful**.

67%

of HR Directors agree that the employee experience resources provided by UCEA are **very useful** or **useful**.

65%

of HR Directors find the UCEA Total Reward and Employee Value Proposition guide and toolkit to be **very useful** or **useful**.

Industrial action information and advice

94%

of HR Directors say that UCEA is **very effective** or **effective** at providing their organisation with relevant information and advice on industrial action.

85%

of HR Directors **agree** or **agree strongly** that UCEA's industrial action support is a useful contribution to their organisation.

Research and Surveys

88%

of members regard the UCEA Head of Institution Pay Ratios survey - and **99%** regard the Senior Staff Remuneration Survey - as **very useful** or **useful** benchmarking surveys and services.

88.5%

is the combined average of **very useful** or **useful** rating from members encompassing the following UCEA surveys: Employee turnover, Sickness absence, Gender, ethnicity and intersectional pay gaps and UCEA/XpertHR SSHES.

UCEA's events and specialist network meetings

90%



of members are **very satisfied** or **satisfied** with UCEA conferences, workshops and webinars.

80%



of members **strongly agree** or **agree** that UCEA provides appropriate opportunities for individuals in organisations to be involved in specialist networks.

Communications, media and website

78%

of members are **very satisfied** or **satisfied** with UCEA communications support and media activities.

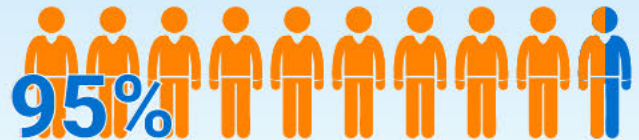
71%

of members **strongly agree** or **agree** that it is simple to find resources on UCEA's website.

Pensions and Policies



of members say that UCEA is **very effective** or **effective** in supporting organisations' understanding of pensions schemes.



of members say that UCEA is **very effective** or **effective** at providing them with information on employment policy and legal developments.

Clinical academics



of HR Directors say that UCEA is **very effective** or **effective** in supporting their organisation's work on clinical academic employment issues.

Further background information

The UCEA membership survey was conducted in April and May 2023.

As in 2013-14, 2016-17 and 2019-20 UCEA commissioned DJS Research to conduct the survey and to provide objectivity. For an online survey, DJS described the response rate from our **173** member organisations as excellent, with half of HR Directors (86) and an unprecedented 70 Heads of Institution taking part. For context, in 2019, 80 HR Directors and only 46 Heads of Institution completed the survey.

Please contact Andy Fryer, Head of Communications and Membership, for additional information relating to the preparation, content or delivery of this membership survey at a.fryer@ucea.ac.uk

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AGILITY IN A TIME OF UNCERTAINTY
UCEA STRATEGIC PLAN

APRIL 2021 - SEPTEMBER 2023



ABOUT UCEA

The Universities and Colleges Employers Association (UCEA) represents higher education institutions in their role as employers. Our purpose is to support our member organisations in delivering excellent and world leading higher education and research by facilitating their work in delivering effective employment and workforce strategies.



Introduction

We have all been dealing with so much uncertainty for some time now. The dramatic effects of Covid-19 could never have been predicted; we all had to respond so swiftly and in unprecedented ways. These dramatic events came on top of significant changes and challenges already facing the higher education (HE) sector: the effects of Brexit, changes to sector finances and pressures on pay and pensions to name a few.

The cumulative effect of the challenges we face are significant, and we will be navigating them for some time. Taken together, they result in a precarious and uncertain landscape ahead.

And this is why we need to be agile. The uncertainty we are all managing requires us to be constantly attuned to the changing environment, predicting developments where possible and responding to changes as comprehensively and swiftly as possible.

In developing *Agility in a time of uncertainty*, there were a number of principles that UCEA wanted to weave through our plans. Taken together, we believe these principles underpin the approach we want to take in achieving our plans, providing a guide to the way we work.

- We want to be **constantly attuned to members' needs**, anticipating changes and being swift in our response, providing tailored high quality support.
- We want to be **proactive in anticipating the changing external environment** and using our insight and expertise to anticipate what that may mean for universities and HE colleges, particularly in their role as employers.
- We will take a **collective approach**, ensuring we work in collaboration with others where possible; this will involve building and maintaining meaningful relationships based on trust and mutual respect.
- We want to ensure we **capture learning from the past year**, where we have had to adapt quickly and take the benefits of new ways of working and blend them with the positives of what went before.
- We will be **as inclusive as possible**; reaching into members and having meaningful engagement at many levels, understanding the range of members we have, ensuring our Board reflects the range of organisations we represent, wherever possible, and remaining an inclusive place to work, that understands and values diversity of thought and identity.

These principles – constantly attuned to members’ needs, proactive in anticipating the changing external environment, taking a collective approach, capture learning from the past year, being as inclusive as possible – have helped us in developing our four strategic priorities:

1. Promoting constructive employment relations
2. Supporting employer aspirations to enhance the employee experience
3. Supporting members through our influence and engagement
4. Taking forward UCEA in support of our members

These priorities provide a framework to how we organise the key activities that we will pursue over the coming 30 months. We have purposefully developed our strategic plan over a shorter timescale than normal due to the levels of uncertainty that we are all facing. Instead we need a bridging programme of work that would address key pressing priorities.

We will report back on progress to our members and partners at least annually on what we have achieved so far, what we will do next, and where we have had to flex our plans if necessary.

Context and Challenges

While we have been developing our strategy, the United Kingdom (UK) has been in the grip of the Covid-19 pandemic. The changes to how we manage every aspect of our lives have brought specific challenges to the HE sector.

How the sector delivers its core purpose of world class teaching and research has changed dramatically, with remote learning and working for the majority and socially distanced for the rest. Student and staff wellbeing needs have become more acute, with the challenges of self isolating, juggling work and study with caring responsibilities and general increased anxiety.

Remote learning has resulted in some students demanding refunds on rent and fees, higher education institutions (HEIs) are unable to rent out space and there are costs associated with making premises ‘Covid secure.’ And there have been examples of industrial relations becoming more strained at least locally, with concerns regarding staff safety.

Covid 19 has come when there was already pressure on finances within the sector, exacerbating the situation. The introduction of tuition fees (although not in Scotland) and reduction of public subsidies has resulted in a commercially driven sector, especially with regard to teaching. This has also increased student expectations, putting pressure on the need to invest in estates.

The UK’s decision to leave the European Union (EU) which came into effect on 1 January 2021, is also exacerbating financial pressures and causing operational challenges. It is as yet unclear the impact this will have on international student numbers from both the EU and elsewhere, and processing students and staff from the EU is now more complicated.

And financial pressure of course will affect pay. In a context of unprecedented uncertainty, there are both real and perceived problems to maintaining the reputation of HE as a sector of model employers. The last two years have seen industrial relations come under significant strain. The need for pay moderation within the sector will place pressure on pay negotiations and the collective bargaining machinery.

Pensions have traditionally been an important employment benefit for staff in HE but, across the sector, there are continuing complexities in maintaining this element of the reward package. The Universities Superannuation Scheme (USS) has been the subject of repeated industrial action, while the most recent calculations show a sharp rise in its funding deficit due in part to deteriorating market conditions resulting from the impact of Covid 19. HEIs in the public sector pensions schemes would value additional flexibility to manage the costs and risks associated with scheme membership, given the anticipated funding shortfalls in many institutions.

Taken together – Covid 19, financial pressures, Brexit, pay and pensions – these challenges present unprecedented uncertainty for the HE sector in the years ahead.



1. Promoting constructive employment relations

UCEA wants to work collaboratively with our partners wherever possible. This means building working relationships with the HE trade unions that are based on trust and mutual respect. We believe this will improve not only national but local working relationships too.

As such, we want to negotiate with the unions in a way that reflects this: fairly, with an understanding of different perspectives, and making progress towards an outcome that all can agree with. This may mean alternative models for bargaining something that we feel is worth exploring. It also means collaborating on projects of mutual interest, which will move us towards fair and affordable total reward and an enriching employee experience.

What we will do

- o We will work with all our partners, including the HE trade unions, to develop relationships based on mutual trust and respect that foster productive dialogue on a range of issues.
- o We will identify opportunities for improved partnership working with unions. This is likely to include systemic pay issues such as how gender and ethnicity intersect to result in pay gaps.
- o Building on what we already know, we will develop a deeper and more nuanced understanding of what our members want from collective bargaining, the outcomes they wish to see and how they want it achieved.
- o We will work in collaboration with our members and partners to explore possible alternative models for bargaining with the ambition of achieving a fit for purpose method for agreeing pay within the sector that supports our members to be progressive employers.
- o We recognise that at times agreement cannot be reached and in such instances, we will prepare for and support members through any disputes and/or industrial action.

When these activities are realised...

Building on the high levels of satisfaction with current UCEA services among members, HEIs will feel supported by UCEA in their role as progressive employers.

Levels of trust and respect between UCEA and our partners will grow.

Many of our relationships with our partners will have improved and there will be two way open and honest dialogue taking place.

We will have more programmes of work operating that seek to achieve outcomes based on mutual interest.

We will measure how successful these activities have been by...

Asking our members about the level of support they have had from us via our flagship triennial membership survey and draw upon other regular contact such as visits to institutions and pulse surveys.

Conducting stakeholder perceptions work, to measure and track the relationships we have with our partners.

Being able to identify joint programmes of work with a range of partners and measuring joint outputs.



2. Supporting employer aspirations to enhance the employee experience

As the representative of HEIs as employers, UCEA can uniquely support our members in enhancing the compact between them as employers and their employees. This is about the holistic experience a member of staff has with their workplace, from total reward to their sense of belonging.

The impetus to do this work was already becoming acute, with increasing diversity in the workforce bringing a broader range of aspirations and expectations of careers among employees. But more than ever, Covid 19 has had a dramatic impact on how we work and the relationship between employers and employees. We want to support members in ensuring people management approaches remain relevant, bringing together expertise to help define and develop good practice.

What we will do

- o We will promote discussion among our members and experts on what the ‘employee experience’ encompasses, the employer role in enhancing it and how a better employee experience can help our members achieve their overall strategic goals.
- o We will work with both employers and employees to identify good practice on reward and motivation.
- o We will work with our members and partners to articulate the benefits of working within the HE sector.
- o We will examine the contribution of the pay spine and other mechanisms to support members’ reward strategies, particularly in respect of staff recruitment and retention, addressing pay gaps and recognising individual contribution.

- o We will assess the reward implications of the increasing use of defined contribution pension schemes across the sector.
- o We will develop our understanding of the needs of employers and employees in relation to pension scheme flexibility and will lobby against any further increases in employer contributions in the 2020 scheme valuations.
- o We will support members through the 2020 USS valuation and implementation of any resulting changes, including any potential associated industrial action.
- o We will explore the best mechanisms for managing total reward, seeking to deliver fair and affordable outcomes.

When these activities are realised...

We, our members and our partners in the HE sector will have a better understanding of what a good employee experience means.

We and our members will have an improved understanding of what employees expect and value from their reward packages.

We, our members and our partners will have a shared understanding of the benefits of working in HE, which will be clearly articulated and promoted to those working in and outside the sector.

We will measure how successful these activities have been by...

Conducting pulse surveys of our members to complement our triennial membership survey and will build on anecdotal feedback from increased face to face engagement.

Measuring engagement among members with our resources, such as our website, events, and embedding any learning to improve engagement further.



3. Supporting members through our influence and engagement

UCEA is uniquely placed to speak for our members and to make a compelling case for HEIs as progressive employers. We work to be both responsive to emerging needs and proactive at anticipating issues that will be of importance. This involves ensuring our channels for influencing external stakeholders and engaging with members are best in class, bringing together leaders and influencers to share expertise with HEIs and facilitating peer support among members. In doing so, we must of course recognise that decisions affecting HE will be made in Scotland, Wales and Northern Ireland, as well as in Westminster.

What we will do

- o Working with members and partners, explore new opportunities to engage them, building on the successful delivery of regular virtual events, networks and meetings to develop channels.
- o Working in collaboration with our members and partners to maximise impact and minimise duplication, develop a strategy to influence government across the UK and other key stakeholders, working to ensure our members' needs are understood and reflected.
- o Develop a digital strategy to ensure we engage with our members and partners as effectively as possible and that our content is accessed by intended audiences.
- o Be both proactive and responsive in our media engagement, ensuring our messages reach a wide audience and working with partners and members to amplify messages where appropriate.
- o Develop our thought leadership offer to stimulate thinking in the sector across the latest developments in a wide range of policy matters, in particular supporting members to be progressive employers and demonstrating good practice in this endeavour.

When these activities are realised...

Our content, insights and messages will reach our members and partners through a range of channels and formats.

We will be engaging with members and partners through a range of means, tailoring content and deployment when appropriate.

We will know how members and partners want to be engaged with and be using that insight to inform every communication and engagement opportunity.

We will measure how successful these activities have been by...

Measuring member satisfaction with the engagement they have with us via our flagship membership triennial survey, more regular pulse surveys and visits.

Conducting stakeholder preference work to measure how satisfied our partners are with how we engage with them.

Gathering and analysing feedback from events and other engagement opportunities with members and embedding learning to improve satisfaction with these resources where appropriate.

Measuring engagement among members with our resources, such as our website, events, and embed any learning to improve engagement further.



4. Taking forward UCEA in support of our members

Covid-19 and other recent challenges demonstrate how important it is that we are constantly attuned to members' needs, swift in our response, as well as seeking to anticipate challenges and opportunities, before they have fully materialised.

We want to enhance the already extensive engagement we have with our members, so we understand their needs, and use this insight to develop our member services, ensuring any new areas of work are aligned with our core mission and objectives. We need to do this while remaining financially sustainable, ensuring we are a rewarding place to work for our staff and our governance arrangements are as diverse and inclusive as possible.

What we will do

- o We will review our member offer, seeking to improve the use and accessibility of UCEA resources and communications.
- o We will undertake regular membership visits (virtual or in person), seeking feedback on our activities and ensuring we provide value for money.
- o We will develop new opportunities to further support members through bespoke consultancy work on pay benchmarking or other employment matters.
- o We will develop a financial strategy to maintain reserves at an appropriate level having, for 2020-21, frozen subscription fees and run a deficit budget.
- o We will develop ways of working for staff that encompass the best of both remote and office working and build on the support we have already offered staff regarding their health and wellbeing by providing renewed opportunities for learning and career development.
- o We will monitor our governance and decision making arrangements to ensure UCEA reflects institutional diversity on our Board while maintaining a common approach to lobbying and negotiation.

- o We will conduct a Board effectiveness review. This will include examining how the Board can be reflective of our membership, improving diversity and seek to identify any unanticipated barriers to participation.

When these activities are realised...

Our members will make better use of our resources because we will have a better understanding of their needs.

Our staff will be more satisfied in their roles because they will be better able to fulfil their potential.

Our Board will be more diverse and more engaged in our work because there will be fewer barriers to participation.

We will measure how successful these activities have been by...

Conducting pulse surveys of our members to complement our triennial membership survey and will build on anecdotal feedback from increased face to face engagement.

Measuring engagement among members with our resources and embedding any learning.

Designing and implementing meaningful mechanisms for staff to provide feedback. This will include a staff survey and continuous feedback through regular face to face engagement.

Capturing and publishing information on the diversity of our Board and putting in place positive actions to improve diversity.



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To find out more about
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www.ucea.ac.uk

From: [UCEA Events](#)
To: [REDACTED]
Subject: Essentials of Employment Law - two-part online workshop - 15 and 16 August - "early bird offer"
Date: 30 June 2023 13:40:09

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Essentials of employment law – two-part online workshop – 15 and 16 August 2023 – ‘early bird offer’



[Essentials of employment law](#) is a lively and highly interactive two-part online workshop aimed at HR team members who have limited knowledge of UK employment law or other managers who wish to gain this knowledge.

The workshop uses real-life case studies largely based on examples from the Higher Education sector to give participants an understanding of the principles and main provisions of employment law and provides practical advice in applying the law. Where relevant Covid-19 related considerations will be woven into the material.

The workshop will combine PowerPoint presentations with a wide variety of practical case studies, quizzes and polls to ensure interaction and engagement. There will be the opportunity to raise queries and share experiences with an expert legal tutor and with fellow participants from the HE sector.

Full details of the workshop can be found via the [UCEA website](#).

Part 1 on Tuesday 15 August will cover:

- An introduction to employment rights; some employment law 'urban myths'(!).
- Contracts of employment (formation, implied terms, breaches of contract, changing contracts).
- Discipline and dismissal; rights of representation; constructive dismissal.
- Equalities/equal opportunities: who is protected?; direct and indirect discriminations; new developments on philosophical belief.
- Flexible working requests, bullying and harassment; disability and reasonable adjustments; equal pay.

Part 2 on Wednesday 16 August will cover:

- Redundancy and reorganisation: consultations, selection criteria, processes and pitfalls.
- TUPE; fixed-term and part-time workers' rights; time-off rights; ill-health and investigations.
- Collective rights; trade unions and recognition; industrial action. Vicarious liability.
- Current and future developments: Covid-19, homeworking, Brexit, the government's future plans; Settlement agreements.

Delegates who have previously participated in this online workshop have said the following:

"I would say my expectations were exceeded! Employment Law can be a fairly dry topic at times but the trainer brought it to life with fantastic case studies, participation through the regular polls he ran with the group to check understanding and his obvious passion for employment law. It was thoroughly enjoyable."

"Everyone in HR should go to this course."

"The trainer makes the content highly engaging and has a strong passion for employment law. I found the quizzes to be an effective way of challenging prior assumptions about the subject and really useful way to encourage discussions. He welcomes incorrect answers and educated guesses without making individuals feel at pressure. The materials that he has provided are something that I'm sure will serve as a useful reference in future!"

"Brilliant course and trainer, practical and informative. Engaging throughout."

Dates and programme

The workshop will be delivered in four, two-hour sessions over two days. It takes place between 10 am and 12 noon and 1 pm to 3 pm on Tuesday 15 and Wednesday 16 August.

Individual attendees need to attend all four sessions over the two days to reap the full benefit of attending. Please note we do not make audio recordings of our training sessions.

For fuller details see the [timed programme](#).

Attendance fee and how to book

We are offering a special 'early bird' price of £525 per place until midnight on Friday 14 July for UCEA members. The participation fee after this date is £549 per place for the workshop for UCEA members. When you book you have the option of paying for a place by credit/debit card or to be invoiced.

For the benefit of attendees, we limit attendance at the course to a maximum of 15 attendees.

If you would like to attend, please complete the [TicketTailor booking form](#) which can also be found via the [UCEA website](#).

If you have any queries regarding your interest in attending, please contact events@ucea.ac.uk

For information about UCEA's full programme of seminars, conferences and workshops visit the UCEA website at www.ucea.ac.uk/events or email events@ucea.ac.uk

The Events Team

UCEA
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www.ucea.ac.uk

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.

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From: [UCEA Events](#)
To: [UCEA Events](#)
Subject: UCEA - HE Pensions 2023 and beyond - timed programme available
Date: 21 April 2023 14:37:12

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HE pensions 2023 and beyond - UCEA's annual higher education pensions conference - 16 May 2023



UCEA's **in-person** annual higher education pensions conference [HE pensions 2023 and beyond](#) is taking place in central London on **Tuesday 16 May**. We're pleased to share with you (*below*) further information on the programme including details of the indicative timed programme.

In addition, we are pleased to offer an extension of the 'early-bird' attendee fee until 12 noon on Monday 24 April.

This event is a great opportunity to meet or reacquaint with pensions, HR, finance, reward and payroll colleagues and to discuss the latest issues affecting retirement provision across the sector. For this reason, we will provide plenty of time for you to network with colleagues informally on the day.

The conference will be chaired by **Julia Palca**, Chair of Council, City, University of London and UCEA Board Member.

Programme sessions:

- **UCEA update:** Unfunded scheme valuations, DC schemes in HE and USS representation.
Emelda Nicholroy, Head of Pensions Policy.
- **The Pensions Dashboard Programme:** Update and key issues for HEIs to consider.
Money and Pensions Service - Speaker name to be confirmed.
- **Local Government Pension Scheme:** Key developments including McCloud.
[Redacted] Head of Pensions, Local Government Association.
- **Legal update:** Including reforms to pension tax regimes.
[Redacted] Partner, Weightmans LLP.
- **Development of a new SAUL DC scheme:** Key considerations and lessons learnt.
[Redacted] Head of Technical and Communications and [Redacted] Head of Benefits, SAUL Trustee Company.
- **Teachers' Pension Scheme:** MCR, McCloud, communication and administration issues.
[Redacted] Stakeholder Engagement Lead, Teachers' Pensions.
- **Universities Superannuation Scheme:** 2023 valuation, benefit reform, governance.
[Redacted] Chief Scheme Strategy and Stakeholder Officer and [Redacted] Chief Pensions Officer, USS.

Additional details and booking

The conference will take place in central London on **Tuesday 16 May**.

We anticipate that the conference will run from approximately **10.15 am to 3.15 pm**, with registration from 9.45 am. The indicative timed programme can be found on the [UCEA website](#).

The 'early-bird' attendee fee for **UCEA members** of £395 per place is available until **12 noon on Monday 24 April**. The attendee fee for UCEA members after 24 April is £425 per place. When you book you have the option of paying for a place by credit/debit card or to be invoiced.

We would advise early booking to secure your place.

If you would like to attend, please complete the [TicketTailor booking form](#).

For queries on our seminars and events email events@ucea.ac.uk

UCEA

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From: Marc Whittaker <marcwhittaker@ucea.ac.uk>
Sent: 23 September 2022 17:05
To: UCEA All Staff
Subject: UCEA Headlines 23.09.22

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Dear colleague,

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

Have a good weekend

Andy and Marc

This year's UCEA communications conference **HE Cyclical Crises: disputes & disruptions with reflections & preparations** will take place at Woburn House on **Tuesday 1 November**. Watch out for an invite to book next week!

UCEA in the news

The following include quotes from Raj Jethwa, UCEA Chief Exec

University staff across three Scottish institutions have gone on strike in a dispute over pay

<https://news.stv.tv/scotland/scottish-university-staff-stage-two-day-strike-in-dispute-over-pay-due-to-cost-of-living-crisis>

Unison members out on strike as new term gets under way

www.timeshighereducation.com/news/unison-members-out-strike-new-term-gets-under-way

Staff at three Scottish universities join strike

www.bbc.co.uk/news/uk-scotland-62967516

UNISON's releases

University staff to strike over pay as new term begins

www.unison.org.uk/news/2022/09/university-staff-to-strike-over-pay-as-new-term-begins/

Scotland's university support staff strike for justice

<https://unison-scotland.org/scotlands-university-support-staff-strike-for-justice/>

Other sector trade union media releases and coverage

UCU - The Friday email: 16 September 2022

www.ucu.org.uk/article/12506/The-Friday-email-16-September-2022

Unprecedented 'cost-of-living' strike hits dozens of colleges

www.ucu.org.uk/article/12514/Unprecedented-cost-of-living-strike-hits-dozens-of-colleges

We're not being paid the price for working tirelessly through pandemic

<https://news.stv.tv/politics/in-higher-education-were-not-being-paid-the-price-for-working-tirelessly-through-covid-pandemic>

Government is making rich richer while leaving struggling families in despair

www.unison.org.uk/news/2022/09/government-is-making-rich-richer-while-leaving-struggling-families-in-despair/

Solving NHS and care crisis must involve proper workforce plan, says UNISON

www.unison.org.uk/news/2022/09/solving-nhs-and-care-crisis-must-involve-proper-workforce-plan-says-unison/

The Budget and the 'new government'

Role of universities overlooked in UK's new 'growth plan'

www.timeshighereducation.com/news/role-universities-overlooked-uks-new-growth-plan

Income tax to be cut by 1p from April
www.bbc.co.uk/news/business-63007219

Mini-budget: Tax gap between Scotland and England set to widen
www.bbc.co.uk/news/uk-scotland-scotland-politics-63007899

National Insurance rise to be reversed in November
www.bbc.co.uk/news/business-62998661

Mini Budget 22: Government to 'scrap' Solvency II to boost investment
www.professionalpensions.com/news/4056810/mini-budget-22-government-'scrap-solvency-ii-boost-investment

Don't lose sight of the future – a challenge for the new PM
www.hepi.ac.uk/2022/09/20/dont-lose-sight-of-the-future-a-challenge-for-the-new-pm%ef%bf%bc/

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

UK in recession, says Bank of England as it raises interest rates to 2.25%
www.theguardian.com/business/2022/sep/22/bank-of-england-interest-rate-rise-latest

UK may already be in recession - Bank of England
www.bbc.co.uk/news/business-62991376

Business energy bills to be capped under government plan
www.bbc.co.uk/news/business-62969427

Majority of low earners cannot afford auto-enrolment contributions
www.pensions-expert.com/DC-Auto-enrolment/Majority-of-low-earners-cannot-afford-auto-enrolment-contributions

Debt concerns as UK public sector workers turn to buy now, pay later
www.theguardian.com/business/2022/sep/19/debt-public-sector-workers-buy-now-pay-later-loans

Cost-of-living crisis: CBI boss urges Nicola Sturgeon to work better with business leaders
www.scotsman.com/news/politics/cost-of-living-crisis-cbi-boss-urges-nicola-sturgeon-to-work-better-with-business-leaders-3849912

The Living Wage

Real living wage to rise by record 10.1% to £10.90 an hour outside London
www.theguardian.com/society/2022/sep/22/real-living-wage-to-rise-by-record-101-to-1090-an-hour-outside-london

Other sector HR

OfS unable to give annual BAME recruitment data
www.researchprofessional.com/0/rr/news/uk/universities/2022/9/OfS-unable-to-give-annual-BAME-recruitment-data.html

Championing the Role of Technicians
<https://www.hepi.ac.uk/2022/09/21/championing-the-role-of-technicians/>

Sector pensions

Hymans Robertson to launch LGPS knowledge assessment
www.professionalpensions.com/news/4056663/hymans-robertson-launch-lgps-knowledge-assessment

LGPS Central saves Midlands local government schemes £42.8m
www.pensionsage.com/pa/LGPS-Central-saves-Midlands-local-government-schemes-42-8m.php

Govt to fix NHS inflation link and mandate pensions recycling
www.pensions-expert.com/DB-Derisking/Govt-to-fix-NHS-inflation-link-and-mandate-pensions-recycling

HE finances, funding and students

Don't overlook students in cost of living crisis, say university leaders
www.universitiesuk.ac.uk/what-we-do/creating-voice-our-members/media-releases/dont-overlook-students-cost-living

Students risk being 'forgotten' in cost-of-living crisis – v-cs
www.timeshighereducation.com/news/students-risk-being-forgotten-cost-living-crisis-v-cs

Cost of living support for university students

<https://media.service.gov.wales/news/cost-of-living-support-for-university-students>

Andrea Jenkyns on student cost of living

<https://wonkhe.com/wonk-corner/andrea-jenkyns-on-student-cost-of-living/>

Cost of living: Students struggling with impact of soaring prices

www.bbc.co.uk/news/business-62972580

Students need urgent help with costs, say top universities

www.theguardian.com/business/2022/sep/21/uk-universities-call-for-maintenance-loan-uplift-amid-students-financial-woes

Funding crunch cuts top universities' places despite firm demand

www.ft.com/content/46840025-02b2-4c95-b1fb-47420c42727d

Should you pay your child's university fees up front?

www.ft.com/content/58cf2d08-3885-4788-bb2d-59a57af3f82e

Universities must stop cheating students, and it starts with investing in them

www.theguardian.com/commentisfree/2022/sep/21/universities-must-stop-cheating-students-and-it-starts-with-investing-in-them

Russell Group urges Government not to forget students in cost-of-living support

www.russellgroup.ac.uk/news/russell-group-urges-government-not-to-forget-students-in-cost-of-living-support/

Undergrads kicked off campus by student housing shortage

www.thetimes.co.uk/article/undergrads-kicked-off-campus-by-student-housing-shortage-hrz9wm0mv

Are we helping student nurses cope with cost of living?

<https://wonkhe.com/wonk-corner/are-we-helping-student-nurses-cope-with-cost-of-living/>

UK – 'National strikes' and pay claims

Rail strikes: New date set for 40,000 workers to walk out

www.bbc.co.uk/news/business-62999136

Royal Mail accused of 'Uberisation' as dispute with CWU escalates

www.theguardian.com/business/2022/sep/22/royal-mail-talks-with-union-break-down-as-more-strikes-planned-cwu

Royal Mail needs to modernise – but hardball is not way out of dispute

www.theguardian.com/business/2022/sep/22/royal-mail-modernise-hardball-dispute-postal-workers-acas

Royal Mail looks to take pay dispute to arbitration

www.thetimes.co.uk/article/b04ddc20-3afe-11ed-a8ae-d2d57cd0511a

Scotland's largest teachers' union backs strike

www.bbc.co.uk/news/uk-scotland-62928281

SQA workers accept revised pay offer

www.bbc.co.uk/news/uk-scotland-63010856

Arriva London bus drivers to take continuous strike action

www.bbc.co.uk/news/uk-england-london-62979925

Covid and new ways of working

King's College London: A quarter of employees would rather quit than be forced back to the office

www.kcl.ac.uk/news/employees-rather-quit-than-return-to-the-office

Bosses think workers do less from home, says Microsoft

www.bbc.co.uk/news/business-62980639

What is lost when academics teach to empty lecture halls?

www.timeshighereducation.com/news/what-lost-when-academics-teach-empty-lecture-halls

Firms in four-day week trial will make it permanent

www.bbc.co.uk/news/business-62966302

Four-day working week backed by 86% of trial companies
www.thetimes.co.uk/article/f57b4276-384a-11ed-a8ae-d2d57cd0511a

Two-thirds of trainee GPs in England plan to work part-time, study finds
www.theguardian.com/society/2022/sep/18/two-thirds-of-trainee-gps-in-england-plan-to-work-part-time-study-finds

Sector News

Leadership convergence between older and newer universities – and why we should stop talking about ‘post-92s’
www.hepi.ac.uk/2022/09/22/leadership-convergence-between-older-and-newer-universities-and-why-we-should-stop-talking-about-post-92s/

What we learned on your summer holidays
<https://wonkhe.com/blogs/what-we-learned-on-your-summer-holidays/>

Sunday Reading – Invest for the future
www.researchprofessional.com/0/rr/news/uk/views-of-the-uk/2022/9/Invest-for-the-future.html?utm_medium=email&utm_source=rpMailing&utm_campaign=eightAmPlaybook_2022-09-18

Universities under fire over degrees that don't 'pay'
www.pressreader.com/uk/the-sunday-telegraph/20220918/281784222947416

The Times and The Sunday Times Good University Guide 2023
www.thetimes.co.uk/article/good-university-guide-in-full-tp6dzs7wn

Is a degree still worth the cost?
www.thetimes.co.uk/article/is-a-university-degree-still-worth-the-cost-bh22vhv6g

Shift research towards industry collaboration, urges Aston v-c
www.timeshighereducation.com/news/shift-research-towards-industry-collaboration-urges-aston-v-c

Universities can help the UK flourish – but only with joined-up support
www.timeshighereducation.com/blog/universities-can-help-uk-flourish-only-joined-support

Peterborough university opens doors to first students
www.bbc.co.uk/news/uk-england-cambridgeshire-62921401

Cambridge University finds it gained ‘significant benefits’ from slave trade
www.theguardian.com/education/2022/sep/22/cambridge-university-finds-it-gained-significant-benefits-from-slave-trade

Free speech

In the campus gender wars, more education is required
<https://wonkhe.com/wonk-corner/in-the-campus-gender-wars-more-education-is-required/>

H&S and wellbeing

Friday feeling: well-being survey responses ‘differ on weekends’
www.timeshighereducation.com/news/friday-feeling-well-being-survey-responses-differ-weekends

Coming back from burnout: ‘every academic has a story to tell’
www.timeshighereducation.com/news/coming-back-burnout-every-academic-has-story-tell

Immigration, EU, Horizon and Brexit

Scholars in limbo as UK quits European University Institute
www.timeshighereducation.com/news/scholars-limbo-uk-quits-european-university-institute

Communications and data

Uber investigating hack on its computer systems
www.bbc.co.uk/news/technology-62925047

#Metoo

There’s more to do on sexual violence on campus
<https://wonkhe.com/blogs/theres-more-to-do-on-sexual-violence-on-campus/>

Other UK pay, pensions and HR

BMA's £250-an-hour overtime demands for NHS consultants
www.thetimes.co.uk/article/c1c528bc-391b-11ed-a8ae-d2d57cd0511a

TPR updates on funding and single code progress
www.professionalpensions.com/news/4056744/tpr-updates-funding-single-code-progress

Pinned to the wall, mooded at like a cow — my hell at Goldman Sachs
www.thetimes.co.uk/article/cc60ee04-3827-11ed-84dd-c16384999350

Santander inquiry over 'strip club visit'.
www.thetimes.co.uk/article/9ba76e9c-38cb-11ed-a8ae-d2d57cd0511a

Policeman sacked for claiming £29,000 in expenses
www.bbc.co.uk/news/uk-england-london-62916212

International HE and HR related

University of Galway defends new rate of pay for postgraduate researchers
<https://connachtribune.ie/university-of-galway-defends-new-rate-of-pay-for-postgraduate-researchers/>

Universities are the perfect fora for debating the Commonwealth's future
www.timeshighereducation.com/blog/universities-are-perfect-fora-debating-commonwealths-future

(New Zealand) Staff at 8 universities set to vote on strike for better pay
www.1news.co.nz/2022/09/22/staff-at-8-universities-set-to-vote-on-strike-for-better-pay/

New Zealand: Auckland University of Technology sacks over 230 staff
www.wsws.org/en/articles/2022/09/19/gxuq-s19.html

Australia: University of Newcastle staff to strike for 24 hours
www.wsws.org/en/articles/2022/09/20/ecwv-s20.html

Union launches landmark case against Monash University over casual pay
www.theage.com.au/national/victoria/union-launches-landmark-wage-theft-case-against-monash-university-over-casual-pay-20220916-p5biqp.html

US loan forgiveness raises pressure in Canada
www.timeshighereducation.com/news/us-loan-forgiveness-raises-pressure-canada

Why faculty of color are leaving academe - Too many find themselves disenfranchised, exhausted, and isolated
www.chronicle.com/article/why-faculty-of-color-are-leaving-academe

The mystery of short-term credentials - Colleges and lawmakers tout them as a speedway to good jobs. Where's the data to prove it?
www.chronicle.com/article/the-mystery-of-short-term-credentials

State workers union pressures University System of Maryland board for higher pay
<https://baltimorefishbowl.com/stories/state-workers-union-pressures-university-system-of-maryland-board-for-higher-pay/>

What is #BlackWomensEqualPayDay? And why is it today? What to know
www.usatoday.com/story/money/2022/09/21/black-womens-equal-pay-2022-why-it-lands-on-september-21-this-year/8075439001/

California's fast-food industry calls for referendum on new labor legislation
www.theguardian.com/us-news/2022/sep/18/california-labor-law-fast-food-industry-referendum

Personnel Today and Management Today

Unions take legal action over agency worker strike regulations
www.personneltoday.com/hr/legal-action-agency-worker-strike-regulations/

Cost of living crisis: Can we reduce hours for staff?
www.personneltoday.com/hr/reduce-hours-cost-of-living/

Starling Bank treated asthmatic employee unfairly
www.personneltoday.com/hr/starling-bank-tribunal-asthma-working-from-home/

Would businesses benefit from a shake up to labour rights?

www.managementtoday.co.uk/businesses-benefit-shake-labour-rights/food-for-thought/article/1799342

Employees are giving an inch, CEOs are taking a mile

www.managementtoday.co.uk/employees-giving-inch-ceos-taking-mile/opinion/article/1798558

Why this CEO will never return to the office

www.managementtoday.co.uk/why-ceo-will-return-office/article/1799357

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From: Marc Whittaker <marcwhittaker@ucea.ac.uk>
Sent: 25 August 2023 16:18
To: UCEA All Staff
Subject: UCEA Headlines 25.08.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's media releases and infographics

UCEA's wait for a response from trade unions continues while remaining students bear the repercussions of the delay
<https://www.ucea.ac.uk/news-releases/23aug23/>

Our important **Examining the gender pay gap in Higher Education infographics** and the supporting briefing on HE gender pay gap infographics have been released. They can be found at <https://www.ucea.ac.uk/library/infographics/gender-pay/>. A key stat to note is that the gender pay gap in HE at 13.7% is lower than in the whole economy which is 14.9%.

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

Ucea: 'No response' to proposals for pay and finance talks

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-8-ucea-no-response-to-proposals-for-pay-and-finance-talks/>

Around 1,000 workers at five Scots universities set to strike over pay

<https://news.stv.tv/scotland/around-1000-workers-at-dundee-edinburgh-and-glasgow-universities-set-to-strike-over-pay>

Five Scottish universities to be hit by strike action

<https://www.heraldscotland.com/news/23741914.five-scottish-universities-hit-strike-action/>

Support staff to strike at five Scottish universities

<https://www.bbc.co.uk/news/uk-scotland-66594164>

PA News - Staff at five Scottish universities prepared to strike in dispute over pay – local outlets, the Independent and The Times

<https://www.independent.co.uk/news/uk/scottish-sharon-graham-dundee-edinburgh-napier-b2397984.html>

Strikes planned by 1,000 members of the Unite union at five Scottish universities

<https://www.scotsman.com/education/strikes-planned-by-1000-members-of-the-unite-union-at-five-scottish-universities-4265556>

Scottish university staff prepare to strike in dispute over pay

<https://www.thenational.scot/news/23742217.scottish-university-staff-prepare-strike-dispute-pay/>

UCEA mentioned

Resolving strikes requires 'rethink of collective bargaining'

<https://www.timeshighereducation.com/news/resolving-strikes-requires-rethink-collective-bargaining>

Freshers walking into 'ongoing nightmare' at Russell Group universities

<https://www.telegraph.co.uk/news/2023/08/21/undergraduates-russell-group-universities-lecturers-strike/>

Sector TU media releases and related

Unite - Scottish university workers support strike action in pay dispute

<https://www.unitetheunion.org/news-events/news/2023/august/scottish-university-workers-support-strike-action-in-pay-dispute/>

Unite announces autumn council strikes following “dismissive and patronising” employers’ letter

<https://www.unitetheunion.org/news-events/news/2023/august/unite-announces-autumn-council-strikes-following-dismissive-and-patronising-employers-letter/>

Scores of English (FE) colleges face strike ballot over low pay

<https://www.ucu.org.uk/article/13154/Scores-of-English-colleges-face-strike-ballot-over-low-pay>

Striking at the market in education

<https://www.counterfire.org/article/striking-at-the-market-in-education/>

Bin strike could hit Loughborough University freshers' week – union - *this is a strike by GMB members who empty the town's bins*

<https://www.bbc.co.uk/news/uk-england-leicestershire-66587305>

Median FTSE 100 CEO pay up by £500,000 last year – new analysis reveals

<https://www.tuc.org.uk/news/tuc-sharp-rise-ceo-pay-shows-britain-land-grotesque-extremes>

Other JNCHES ‘related’ coverage inc MAB

Navigating university strikes: A comprehensive guide for Edinburgh freshers

<https://thetab.com/uk/edinburgh/2023/08/22/navigating-university-strikes-a-comprehensive-guide-for-edinburgh-freshers-84407>

I’ve been docked pay for boycotting marking – but I teach for free!

<https://www.timeshighereducation.com/blog/ive-been-docked-pay-boycotting-marking-i-teach-free>

University docks pay from lecturer for strike while he was having heart surgery

<https://novaramedia.com/2023/08/18/university-docks-pay-from-lecturer-for-strike-while-he-was-having-heart-surgery/>

Why university staff are still on strike

<https://theface.com/society/why-university-staff-are-still-on-strike-marking-boycott-students-graduates-phd>

USS

Court case against USS dismissed

https://www.uss.co.uk/news-and-views/latest-news/2023/08/08172023_court-case-against-uss-dismissed

HE funding and related

England

Entry rate fall creates ‘strategic uncertainty’ in English sector

<https://www.timeshighereducation.com/news/entry-rate-fall-creates-strategic-uncertainty-english-sector>

Scotland

If we really want our universities to thrive, then Scots students must start paying tuition fees

<https://www.pressreader.com/uk/scottish-daily-mail/20230823/281861533055154>

University denies over-reliance on foreign students

<https://www.bbc.co.uk/news/uk-scotland-glasgow-west-66563591>

Scottish Higher, A Level results and the start of term

A-level results: Scramble for university places amid clearing record

<https://www.thetimes.co.uk/article/eafe2f26-3eab-11ee-87d9-ff29f95b54f7>

Other HE finances, funding and students

Why we turned down Oxbridge for Harvard

<https://www.thetimes.co.uk/article/6dc8136a-3eaa-11ee-bb14-4a4bb3eeebb7>

Overseas students, immigration, Horizon and Brexit

What are the limits to number of international students?

<https://wonkhe.com/blogs/what-are-the-limits-to-the-number-of-international-students-that-should-be-recruited/>

Scottish university student’s case sums up the hostile environment

<https://www.thenational.scot/politics/23738187.scottish-university-students-case-sums-hostile-environment/>

The delay to Horizon association is only adding to Scotland's Brexit pain

<https://www.timeshighereducation.com/blog/delay-horizon-association-only-adding-scotlands-brexit-pain>

UK facing 'brain drain' of cancer researchers after failure to join EU scheme

<https://www.theguardian.com/society/2023/aug/25/uk-facing-brain-drain-of-cancer-researchers-after-failure-to-join-eu-scheme>

Over one-quarter of the world's countries are headed by someone educated in the UK and another quarter are headed by someone educated in the US – HEPI'S 2023 SOFT-POWER INDEX

<https://www.hepi.ac.uk/2023/08/22/over-one-quarter-of-the-worlds-countries-are-headed-by-someone-educated-in-the-uk-and-another-quarter-are-headed-by-someone-educated-in-the-us-hepi-2023-soft-power-index/>

UK gains ground on US in educating world leaders

<https://www.timeshighereducation.com/news/uk-gains-ground-us-educating-world-leaders>

Foreign interest in UK jobs outstrips EU after post-Brexit immigration overhaul

<https://www.telegraph.co.uk/business/2023/08/22/foreign-interest-uk-jobs-outstrips-eu-brexit-immigration/>

Quarter of music industry workers have had no work in EU since Brexit

<https://www.theguardian.com/politics/2023/aug/22/music-industry-workers-no-work-in-eu-since-brexit>

Other sector news

University-educated leadership: curse or blessing?

<https://www.hepi.ac.uk/2023/08/22/university-eduniversity-educated-leadership-curse-or-blessing/>

Languages open window to the world

<https://www.thetimes.co.uk/article/d0f7303a-4029-11ee-bbc9-3b59a60ab59b>

Setting the Record Straight: the Case for a National Student Administration Management System – PART ONE

<https://www.hepi.ac.uk/2023/08/24/setting-the-record-straight-the-case-for-a-national-student-administration-management-system/>

Setting the Record Straight: the advantages and costs of a National Student Administration Management System – PART TWO

<https://www.hepi.ac.uk/2023/08/25/setting-the-record-straight-the-advantages-and-costs-of-a-national-student-administration-management-system/>

A national student record system

<https://wonkhe.com/wonk-corner/a-national-student-record-system/>

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

Cost of living: 'Without a job, I'd have to turn down my uni place'

<https://www.bbc.co.uk/news/newsbeat-66593006>

Scottish university town sees rents rise by up to 100 per cent

<https://www.thenational.scot/news/23734423.scottish-university-town-sees-rents-rise-100-per-cent/>

Edinburgh ranked the most expensive city in UK for students as cost of living crisis bites

<https://www.edinburghnews.scotsman.com/news/people/edinburgh-ranked-the-most-expensive-city-in-uk-for-students-as-cost-of-living-crisis-bites-4260778>

How 60% of new students will have a part-time job

<https://www.thisismoney.co.uk/money/studentfinance/article-12423787/How-60-new-students-time-job-boost-income.html>

Inflation and cost of living pressures

Inflation is easing faster than thought

<https://www.thetimes.co.uk/article/23eb9b56-4056-11ee-8b31-3c9c533abb75>

Petrol price rise means average cost of filling up jumps £3 in month

<https://www.thetimes.co.uk/article/65e19690-3de1-11ee-a531-67c16c100280>

Rising numbers seek help for energy bill debts, warns Citizens Advice
<https://www.bbc.co.uk/news/business-66592714>

7.2 million households to pay more for winter energy despite price cap drop
<https://www.thetimes.co.uk/article/8b880a6a-41f5-11ee-8b31-3c9c533abb75>

Pay and tax

NHS consultant strike: How pay compares globally
<https://www.bbc.co.uk/news/health-66595839>

NHS consultants' strike: doctors taking action earn more than European peers
<https://www.thetimes.co.uk/article/3afb085e-424f-11ee-8b31-3c9c533abb75>

Big firm bosses' pay rose 16% as workers squeezed
<https://www.bbc.co.uk/news/business-66574218>

FTSE 100 chiefs' pay rises by average of £500,000
<https://www.thetimes.co.uk/article/925954e2-4043-11ee-bbc9-3b59a60ab59b>

Median FTSE 100 CEO pay up by £500,000 last year – new analysis reveals
<https://www.tuc.org.uk/news/tuc-sharp-rise-ceo-pay-shows-britain-land-grotesque-extremes>

PwC partners to be paid £906,000 this year
<https://www.theguardian.com/business/2023/aug/22/pwc-partners-to-be-paid-906000-this-year>

MPs' 'winding down' pay to double at next election
<https://www.bbc.co.uk/news/uk-politics-66612463>

Transparency over pay is sacrificed in job adverts
<https://www.thetimes.co.uk/article/933a46cc-3f72-11ee-bbc9-3b59a60ab59b>

Staff 'unable to make ends meet' amid city's pay row
<https://www.lgcplus.com/politics/workforce/staff-unable-to-make-ends-meet-amid-citys-pay-discrimination-row-23-08-2023/>

Pay and pensions equalities

UK's LGBTQ+ community 'more likely' to face real hardship in retirement
<https://www.theguardian.com/money/2023/aug/19/uks-lgbtq-community-more-likely-to-face-real-hardship-in-retirement>

Living 'wages'

Living Hours - Providing security of hours alongside a real Living Wage
<https://www.livingwage.org.uk/living-hours>

Jobs

UK retailers plan to cut jobs as spending slump deepens, says CBI
<https://www.theguardian.com/business/2023/aug/24/uk-retailers-cut-jobs-spending-cbi-retail>

Housing

Third of working tenants in England 'lack savings to pay rent if they lose job'
<https://www.theguardian.com/money/2023/aug/22/third-of-working-tenants-in-england-lack-savings-to-pay-rent-if-they-lose-job>

UK housebuilders' shares fall amid fastest drop in asking prices in five years
<https://www.theguardian.com/business/2023/aug/21/uk-housebuilders-shares-asking-prices-crest-nicholson>

Housing more affordable than a year ago, the Halifax says
<https://www.bbc.co.uk/news/business-66585755>

Other economic

Black hole in town hall budgets rises to £5bn
<https://www.bbc.co.uk/news/uk-66428191>

Ofcom urged to investigate Virgin Media broadband contracts

<https://www.theguardian.com/media/2023/aug/24/virgin-media-broadband-contract-ofcom-urged-investigate-consumer-group-which>

New ways of working

'The office is for socializing': how work from home has revolutionized work

<https://www.theguardian.com/business/2023/aug/22/work-from-home-revolution>

Edinburgh council staff's office exodus forces desk lease plan

<https://www.thetimes.co.uk/article/179dfb94-4116-11ee-8b31-3c9c533abb75>

UK – other 'National strikes'

NHS consultants in England to strike for further three days in October

<https://www.theguardian.com/society/2023/aug/24/nhs-consultants-in-england-to-strike-for-further-three-days-in-october>

Train strikes: Aslef drivers announce new date

<https://www.bbc.co.uk/news/business-66544391>

PCS Union members working for TPR to strike for two weeks

<https://www.professionalspensions.com/news/4122581/pcs-union-members-tp-r-strike-weeks>

KP workers in Rotherham paid peanuts says strike-threat union

<https://www.bbc.co.uk/news/uk-england-south-yorkshire-66606607>

Apprenticeships

Degree apprentices less satisfied than full-time uni students with their course

<https://feweek.co.uk/degree-apprentices-less-satisfied-than-full-time-uni-students-with-their-course/>

Multi-million-pound donation to fund apprentice wages in 'radical approach' to heritage skills

<https://feweek.co.uk/multi-million-pound-donation-to-fund-apprentice-wages-in-radical-approach-to-heritage-skills/>

Health and Safety and wellbeing including Covid

British students urged to get meningitis jab to avoid serious illness

<https://www.theguardian.com/society/2023/aug/23/british-students-urged-to-get-meningitis-jab-to-avoid-serious-illness>

Families sue government for failing to protect care homes from Covid

<https://www.bbc.co.uk/news/health-66582873>

Other UK pay, pensions and HR related

Pensions surpluses to be targeted

<https://www.thetimes.co.uk/article/pensions-surpluses-to-be-targeted-djgnd8qrp>

International HE and HR related

The European Union cannot afford an insular approach to research

<https://www.timeshighereducation.com/blog/european-union-cannot-afford-insular-approach-research>

Disneyland Paris sacks man in waffles and cream row

<https://www.thetimes.co.uk/article/daaccb66-3f62-11ee-bbc9-3b59a60ab59b>

You don't have to be an economist to know Australia is in a cost of living crisis. What are the signs and what needs to change?

<https://theconversation.com/you-dont-have-to-be-an-economist-to-know-australia-is-in-a-cost-of-living-crisis-what-are-the-signs-and-what-needs-to-change-210373>

University of Melbourne staff to strike for a week as pay fight escalates

<https://www.canberratimes.com.au/story/8319657/uni-staff-to-strike-for-a-week-as-pay-fight-escalates/>

Melbourne staff to strike for a week over pay and workloads

<https://www.timeshighereducation.com/news/melbourne-staff-strike-week-over-pay-and-workloads>

Canada should consider foreign student cap, says housing minister

<https://www.timeshighereducation.com/news/canada-should-consider-foreign-student-cap-says-housing-minister>

US public universities refute claim they are amply funded

<https://www.timeshighereducation.com/news/us-public-universities-refute-claim-they-are-amply-funded>

US - Walking faculty back from the cliff

<https://www.insidehighered.com/opinion/views/2023/08/21/institutions-must-take-faculty-burnout-seriously-opinion>

Over 100 University of Maryland staff and supporters rally for better pay and treatment

<https://baltimorefishbowl.com/stories/over-100-umd-staff-and-supporters-rally-for-better-pay-and-treatment/>

University offers 'last, best and final' contract to Graduate Employees' Organization

<https://www.michigandaily.com/news/administration/university-offers-last-best-and-final-contract-to-geo/>

'My goals in life vanished': Afghan students rocked by US visa denials

<https://www.theguardian.com/us-news/2023/aug/19/denying-visa-afghanistan-university-student>

Personnel Today and Management Today

Living Hours campaign reaches 100 signatories

<https://www.personneltoday.com/hr/living-hours-campaign/>

Pay awards drop below 6% for first time this year

<https://www.personneltoday.com/hr/pay-july-2023-xperthr/>

One in two candidates back out of an accepted offer

<https://www.personneltoday.com/hr/gartner-candidate-survey/>

New GMC guide spells out zero tolerance of sexual harassment

<https://www.personneltoday.com/hr/gmc-sexual-harassment/>

How to avert burnout in HR

<https://www.personneltoday.com/hr/how-can-we-avert-the-burnout-crisis-in-hr/>

Wages grow ahead of predictions, while unemployment is up - ONS data

<https://www.managementtoday.co.uk/wages-grow-ahead-predictions-unemployment-ons-data/indepth/article/1833447>

If free snacks are your office selling point, you've got a culture issue

<https://www.managementtoday.co.uk/free-snacks-office-selling-point-youve-culture-issue/opinion/article/1834543>

Five ways to support a colleague navigating a loss

<https://www.managementtoday.co.uk/five-ways-support-colleague-navigating-loss/opinion/article/1832678>

Why TheSoul Publishing banned meetings and emails

<https://www.managementtoday.co.uk/why-thesoul-publishing-banned-meetings-emails/opinion/article/1833250>

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Marc D Whittaker

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From: Marc Whittaker <marcwhittaker@ucea.ac.uk>
Sent: 28 July 2023 16:38
To: UCEA All Staff
Subject: UCEA Headlines 28.07.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA update on talks

<https://www.ucea.ac.uk/news-releases/28july23/>

An update on UCU's MAB sector wide impact

<https://www.ucea.ac.uk/news-releases/28july2023/>

Update on negotiations with UCEA

<https://www.ucu.org.uk/article/13116/Update-on-negotiations-with-UCEA>

UCEA in the news

Includes quotes from Raj Jethwa, UCEA Chief Executive

Bargaining hunt

<https://www.researchprofessionalnews.com/rr-he-government-playbook-2023-7-bargaining-hunt/>

UCEA mentioned

To end the strikes standoff, it falls to government

<https://www.hepi.ac.uk/2023/07/26/to-end-the-strikes-standoff-it-falls-to-government/>

For better representation, what if universities paid staff's union dues

<https://www.timeshighereducation.com/blog/better-representation-what-if-universities-paid-staffs-union-dues>

UK university marking strike leaves thousands of students stuck in limbo

<https://www.reuters.com/world/uk/uk-university-marking-strike-leaves-thousands-students-stuck-limbo-2023-07-27/>

NUS - UCEA Open Letter - *note the number of signatories*

<https://www.nus.org.uk/ucea-open-letter>

Protests to hit UK universities tomorrow

<https://www.ucu.org.uk/article/13108/Protests-to-hit-UK-universities-tomorrow>

Emergency protests to hit universities amid ongoing pay and conditions dispute

<https://morningstaronline.co.uk/article/b/emergency-protests-hit-universities-amid-ongoing-pay-and-conditions-dispute>

York St John lecturer's shock at wage inside June pay packet

<https://www.yorkpress.co.uk/news/23671985.york-st-john-lecturers-shock-wage-inside-june-pay-packet/>

Other JNCHES 'related' coverage inc MAB

Getting MAB victims into their gowns and out of the door will have long term consequences

<https://wonkhe.com/wonk-corner/getting-mab-victims-into-their-gowns-and-out-of-the-door-will-have-long-term-consequences/>

The class of 2023: the UK's unluckiest students

<https://www.theguardian.com/news/audio/2023/jul/26/the-class-of-2023-the-uks-unluckiest-students-podcast>

Manchester vice-president lashes out at staff in marking boycott

<https://www.timeshighereducation.com/news/manchester-vice-president-lashes-out-staff-marking-boycott>

University of Leeds: Law students left without degrees despite graduating and claim they're unable to get jobs

<https://www.yorkshireeveningpost.co.uk/news/people/university-of-leeds-law-students-left-without-degrees-despite-graduating-and-claim-theyre-unable-to-get-jobs-4232451>

University marking boycott: Uncertainty looms over graduating students in Cardiff

<https://www.itv.com/news/wales/2023-07-21/im-moving-back-to-the-us-without-a-proper-degree>

USS

USS publishes 2023 Report and Accounts

https://www.uss.co.uk/news-and-views/latest-news/2023/07/07252023_uss-publishes-2023-report-and-accounts

USS 2023 valuation consultation: materials for employers

<https://www.usemployers.org.uk/news/uss-2023-valuation-consultation-materials-employers>

USS chief executive gets £260K bonus ahead of departure

<https://www.timeshighereducation.com/news/uss-chief-executive-gets-ps260k-bonus-ahead-departure>

USS assets under management fall to £75.5bn

<https://www.professionalpensions.com/news/4120964/uss-assets-management-fall-gbp75-5bn>

UK pension fund USS wins appeal over fossil fuel investments

<https://www.reuters.com/business/uk-pension-fund-uss-wins-appeal-over-fossil-fuel-investments-2023-07-21/>

Lawyer sees almost 1,000 complainants sign up to Capita breach class action

https://www.theregister.com/2023/07/21/capita_breach_class_action/

Other sector HR and related

(University of Bristol) - UNISON members set for four days of strike action

<https://epigram.org.uk/2023/07/24/unison-members-set-for-four-days-of-strike-action/>

University of Brighton cuts 103 academic staff jobs

<https://www.bbc.co.uk/news/uk-england-sussex-66291271>

Nearly 100 University of Huddersfield staff at risk of redundancy

<https://www.bbc.co.uk/news/uk-england-66232778>

Outrage over UK university's plan to cut African history course and its professor

<https://www.theguardian.com/education/2023/jul/23/outrage-over-chichester-university-plan-to-cut-african-history-course-and-its-professor>

Sector TU media releases and related

UCU - The Friday email: 21 July 2023

<https://www.ucu.org.uk/article/13097/The-Friday-email-21-July-2023>

People at increased risk of burnout due to more demanding workdays, TUC says

<https://www.theguardian.com/society/2023/jul/23/people-at-increased-risk-of-burnout-due-to-more-demanding-workdays-tuc-says>

"Gruelling" work intensity a growing problem in "burnt out Britain", new TUC report shows

<https://www.tuc.org.uk/news/gruelling-work-intensity-growing-problem-burnt-out-britain-new-tuc-report-shows>

Sour note as bar blames 'bully' union (*Unite*) for closure

<https://www.thetimes.co.uk/article/a15ef368-28d1-11ee-b1db-1689eb0f258e>

Let footie fans work flexibly to watch the Women's World Cup, says TUC

<https://www.tuc.org.uk/news/let-footie-fans-work-flexibly-watch-womens-world-cup-says-tuc>

HE funding and related

Labour's education policy is brave, but can they fund it?

<https://www.hepi.ac.uk/2023/07/25/labours-education-policy-is-brave-but-can-they-fund-it/>

UK Government

DfE pushes for graduate earnings metric and franchising squeeze

<https://www.timeshighereducation.com/news/dfE-pushes-graduate-earnings-metric-and-franchising-squeeze>

Post-92s record first drop in median graduate salaries

<https://www.timeshighereducation.com/news/post-92s-record-first-drop-median-graduate-salaries>

Degree courses that give just 1 in 5 chance of securing a top job

<https://www.dailymail.co.uk/news/article-12329917/Students-lower-ranked-university-just-1-5-chance-securing-job-graduate-just-20-achieving-highly-skilled-time-post-15-months.html>

Scotland

Thunderer: exodus of university talent should worry Scotland

<https://www.thetimes.co.uk/article/thunderer-exodus-of-university-talent-should-worry-scotland-9nq69nrwx>

Edinburgh Uni scientists awarded £46m for research into 'dark genome'

<https://www.heraldscotland.com/news/23676353.edinburgh-uni-scientists-awarded-46m-research-dark-genome/>

Northern Ireland

Irish Government working with local universities train more health professionals 'positive news'- Dillon

<https://www.northernirelandworld.com/health/irish-government-working-with-local-universities-train-more-health-professionals-positive-news-dillon-4230228>

Other HE finances, funding and students

Why did 21 higher education providers miss their HESA deadline?

<https://www.hepi.ac.uk/2023/07/28/why-did-21-higher-education-providers-miss-their-hesa-deadline/>

Student debt in England three times higher than Scotland, figures show (PA news)

<https://www.chelmsfordweeklynews.co.uk/news/national/23682592.student-debt-england-three-times-higher-scotland-figures-show/>

"Misleading" headlines called out by UK sector

<https://thepienews.com/news/uk-international-sector-hits-back-at-misleading-headlines/>

There's a crisis in student confidence. Here's how to fix it

<https://wonkhe.com/blogs/theres-a-crisis-in-student-confidence-heres-how-to-fix-it/>

Foreign students, immigration, Horizon and Brexit

Brexit: Irish government gives NI students €2m mobility funding

<https://www.bbc.co.uk/news/uk-northern-ireland-66324939>

Talks on UK's return to Horizon science programme go to wire

<https://www.theguardian.com/science/2023/jul/24/no-sign-of-deal-on-uk-return-to-eu-horizon-science-programme>

Not agreeing UK Horizon Europe entry would be spectacular political failure

<https://www.timeshighereducation.com/blog/not-agreeing-uk-horizon-europe-entry-would-be-spectacular-political-failure>

How European baristas and au pairs could return to Britain under government scheme

<https://www.thetimes.co.uk/article/af41af0e-28a7-11ee-b1db-1689eb0f258e>

'Peak China' as foreign students turn backs on UK

<https://www.thetimes.co.uk/article/ucas-chief-peak-china-as-foreign-students-turn-backs-on-uk-g2sj5p38p>

Increased visa fees and 'rip-off' crackdown will level down the UK

<https://www.timeshighereducation.com/blog/increased-visa-fees-and-rip-crackdown-will-level-down-uk>

Other sector news

Higher education postcard: summer holidays

<https://wonkhe.com/blogs/higher-education-postcard-summer-holidays/>

King's College London fighting race row after white lecturers are 'barred from free tai chi classes' in a bid to 'tackle racism'

<https://www.dailymail.co.uk/news/article-12333559/Kings-College-London-fighting-race-row-white-lecturers-barred-free-tai-chi-classes-bid-tackle-racism.html>

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

Inflation and cost of living pressures

Roll with it: Andrex sneaks in another loo paper cut

<https://www.thetimes.co.uk/article/8acc4c76-280f-11ee-9067-b2c7b682c028>

Britons turning into soap dodgers as cost of living soars

<https://www.thetimes.co.uk/article/db748622-2790-11ee-9067-b2c7b682c028>

Pay and tax

Magic is missing in Linklaters' pay

<https://www.thetimes.co.uk/article/8293c9b2-2a30-11ee-aede-28bc53acbdb8>

Jobs

Virgin Media O2 to cut more than a tenth of UK jobs

<https://www.bbc.co.uk/news/business-66298892>

Britain loses 6,000 retail outlets in five years as shops close

<https://www.theguardian.com/business/2023/jul/28/britain-loses-6000-retail-outlets-in-five-years-as-shops-close>

Housing

Renters compete with 20 others in battle to find a home

<https://www.bbc.co.uk/news/business-66246223>

Number of households in temporary accommodation in England at highest level

<https://www.theguardian.com/society/2023/jul/25/number-of-households-in-temporary-accommodation-in-england-at-highest-level>

New ways of working

Four-day week 'doesn't worsen productivity'

<https://www.thetimes.co.uk/article/bf23ff30-2bf9-11ee-aede-28bc53acbdb8>

UK – other 'National strikes'

Train drivers announce new week-long overtime ban in England

<https://www.theguardian.com/business/2023/jul/24/train-drivers-announce-new-week-long-overtime-ban-in-england>

Rail staff threatened with disciplinary action over 'save our ticket offices' stickers, says RMT

<https://www.theguardian.com/business/2023/jul/25/rail-staff-threatened-with-disciplinary-action-over-save-our-ticket-offices-stickers-says-rmt>

September school strikes possible as rebel teachers in England set to reject pay offer

<https://www.theguardian.com/education/2023/jul/22/rebel-teachers-vote-reject-uk-pay-offer-strikes>

Junior doctors to strike for four days in August

<https://www.bbc.co.uk/news/health-66312330>

NHS consultants warn of further strikes and 'tipping point' unless government enters talks

<https://www.theguardian.com/society/2023/jul/23/nhs-consultants-warn-of-further-strikes-and-tipping-point-unless-government-enters-talks>

GPs consider strike that could shut surgeries for a week

<https://www.thetimes.co.uk/article/e13a07e8-299e-11ee-b33d-6d3f5a636b40>

RCN Wales to ballot members on latest Welsh government offer

www.rcn.org.uk/news-and-events/news/w-rcn-wales-will-ballot-members-on-latest-welsh-government-offer-200723

Radiographers in England stage two-day strike over pay and staffing

<https://www.theguardian.com/society/2023/jul/25/radiographers-england-two-day-strike-pay-staffing>

Driver strikes could hit Irn-Bru supplies - union

<https://www.bbc.co.uk/news/uk-scotland-scotland-business-66315480>

Apprenticeships

The problems degree apprenticeships won't solve
<https://wonkhe.com/blogs/the-problems-degree-apprenticeships-wont-solve/>

Other Health and Safety and wellbeing including Covid

1.35 million workers off sick with anxiety, stress or depression
<https://www.thetimes.co.uk/article/a0a39334-2cb4-11ee-b33d-6d3f5a636b40>

Surge in ill health will have major impact on NHS
<https://www.bbc.co.uk/news/health-66295170>

'Catastrophic' forecast shows 9m people in England with major illnesses by 2040
<https://www.theguardian.com/society/2023/jul/25/catastrophic-forecast-shows-9m-people-in-england-with-major-illnesses-by-2040>

AI

AI bots could replace us, peer warns House of Lords during debate
<https://www.theguardian.com/technology/2023/jul/24/house-of-lords-told-it-could-be-upgraded-with-peer-bots>

UK media

Guardian Media Group makes record revenues for news business
<https://www.theguardian.com/media/2023/jul/25/guardian-media-group-makes-record-revenues-for-news-business>

Telegraph Media Group says it will soon reach 1m paying subscribers
<https://www.theguardian.com/media/2023/jul/25/telegraph-media-group-paying-subscribers-chelsea-magazine-company>

Communications and data

Half of universities pay ransoms in hacking attacks
<https://www.timeshighereducation.com/news/half-universities-pay-ransoms-hacking-attacks>

Scottish university allegedly targeted in ransomware attack
<https://www.bbc.co.uk/news/uk-scotland-glasgow-west-66327336>

'Toxic' anonymous online posts linked to university IP addresses
<https://www.timeshighereducation.com/news/toxic-anonymous-online-posts-linked-university-ip-addresses>

Is Elon Musk right to ditch the Twitter bird logo?
<https://www.bbc.co.uk/news/business-66296468>

Other UK pay, pensions and HR related

Inherited pensions at risk as Treasury plans a shake-up
<https://www.thetimes.co.uk/article/11486758-2734-11ee-9959-3da1f328ac3c>

Worker claims discrimination because others wanted to go clubbing
<https://www.thetimes.co.uk/article/dbd47420-27fd-11ee-b92f-f3b1bf190fd2>

International HE and HR related

Norwegian universities minister resigns in arms contract row
<https://www.timeshighereducation.com/news/norwegian-universities-minister-resigns-arms-contract-row>

French GPs under fire for 'writing too many sick notes'
<https://www.thetimes.co.uk/article/e53eebae-2a09-11ee-b33d-6d3f5a636b40>

Latest data: which private-college presidents earned the most?
<https://www.chronicle.com/article/latest-data-which-private-college-presidents-earned-the-most>

The Battle for Bluefield State U. The President's ties to faculty members were already strained. Then he bashed them on his blog.
<https://www.chronicle.com/article/the-battle-for-bluefield-state-u>

Mexico looks to US and beyond to recruit staff and students
<https://www.timeshighereducation.com/news/mexico-looks-us-and-beyond-recruit-staff-and-students>

Chinese funder lets women get early career grants up to age 48
<https://www.timeshighereducation.com/news/chinese-funder-lets-women-get-early-career-grants-age-48>

Vacancies 'an opportunity to reshape South African mathematics'

<https://www.timeshighereducation.com/news/vacancies-opportunity-reshape-south-african-mathematics>

Japan expected to lose 140,000 students by mid-century

<https://www.timeshighereducation.com/news/japan-expected-lose-140000-students-mid-century>

Personnel Today and Management Today

Minimum service levels to be imposed as Strikes Act passes

<https://www.personneltoday.com/hr/minimum-service-levels-to-be-imposed-as-strikes-act-passes/>

Protected conversations: pros and cons in the redundancy process

<https://www.personneltoday.com/hr/protected-conversations-pros-and-cons-in-the-redundancy-process/>

Why quiet leaders get results

<https://www.managementtoday.co.uk/why-quiet-leaders-results/classroom/article/1830342>

The unintended consequences of playing dumb

<https://www.managementtoday.co.uk/unintended-consequences-playing-dumb/women-in-business/article/1830002>

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From: Marc Whittaker <marcwhittaker@ucea.ac.uk>
Sent: 30 June 2023 17:10
To: UCEA All Staff
Subject: UCEA Headlines 30.06.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA comment on 2023-24 New JNCHES pay round

<https://www.ucea.ac.uk/news-releases/28june23/>

UCU - University marking boycott requires UK-wide resolution

<https://www.ucu.org.uk/article/13050/University-marking-boycott-requires-UK-wide-resolution>

UCEA in the news

Include quotes from Professor George Boyne, Chair of UCEA and Raj Jethwa, UCEA Chief Executive based on today's joint media briefing with UUK

Less than 3% of students affected by university marking boycott, UCEA says (PA News)

<https://www.independent.co.uk/news/uk/ucea-university-and-college-union-belfast-universities-uk-home-office-b2367123.html>

Research 'sacrificed' due to 'burden' of extra marking in boycott

<https://www.timeshighereducation.com/news/research-sacrificed-due-burden-extra-marking-boycott>

Academics 'sacrifice research' to focus on marking

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-6-academics-sacrifice-research-to-focus-on-marking/>

Include quotes Raj Jethwa, UCEA Chief Executive based on last Friday's UCEA media release

www.ucea.ac.uk/news-releases/23june23/

Marking boycott impact downplayed by universities, union claims

<https://www.bbc.co.uk/news/education-65997786>

Third of UK final-year students face grades delay due to marking boycott – UCEA sought urgent amendment to this piece – originally there was no UCEA quote

<https://www.theguardian.com/education/2023/jun/24/uk-final-year-students-university-undergraduates-results-grades-delay>

Union and employers clash over impact of UK marking boycott

<https://www.timeshighereducation.com/news/union-and-employers-clash-over-impact-uk-marking-boycott>

Fears graduates may never get degree grades amid university marking boycott

<https://news.sky.com/story/fears-graduates-may-never-get-degree-grades-amid-university-marking-boycott-12908398>

Marking boycott may delay degrees of more than 1,000 Durham students

<https://www.theguardian.com/education/2023/jun/27/marketing-boycott-may-delay-degrees-of-more-than-1000-durham-students>

Stirling lecturers to walk out after pay docked in marking boycott

<https://www.bbc.co.uk/news/uk-scotland-tayside-central-66020409>

PA news - University lecturers to walk out over 50% marking boycott pay deduction
<https://news.stv.tv/east-central/stirling-university-lecturers-to-walk-out-over-50-marking-boycott-pay-deduction>

Marking boycott ends at Queen's Belfast as local deal agreed
<https://www.timeshighereducation.com/news/markings-boycott-ends-queens-belfast-local-deal-agreed>

Exam-marking chaos leaves architecture graduates without degrees
<https://www.architectsjournal.co.uk/news/exam-marking-chaos-leaves-architecture-graduates-without-degrees>

UCEA mentioned

Wednesday briefing: Inside the marking boycott that has thrown university students' futures into the air
<https://www.theguardian.com/world/2023/jun/28/first-edition-university-marking-boycott>

OPINION - Students deserve better than £50,000 for no grade
<https://uk.movies.yahoo.com/opinion-students-deserve-better-50-104706290.html>

Blogs around New JNCHEs and the MAB

Jo Grady: Employers still need to go further on pay
<https://wonkhe.com/blogs/employers-still-need-to-go-further-on-pay/>
this is a retort to the Blog by on how HE finances affect national pay uplifts by Raj
Agreement needs to start with a shared perspective on finances
<https://wonkhe.com/blogs/agreement-needs-to-start-with-a-shared-perspective-on-finances/>

The 2023 marking and assessment boycott, explained
<https://wonkhe.com/blogs/the-2023-marking-and-assessment-boycott-explained/>

A shared perspective on pay and conditions – *Blog by Professor Charlie Jeffery, Vice Chancellor and President of the University of York*
<https://wonkhe.com/blogs/a-shared-perspective-on-pay-and-conditions/>

Christine Jardine MP: University marking strike leaves students in limbo. Ministers must intervene to help
<https://www.scotsman.com/news/opinion/columnists/university-marking-strike-leaves-students-in-limbo-ministers-must-intervene-to-help-christine-jardine-4195533>

Letter to UUK, OfS and RG on ongoing pay disputes from Robert Halfon, Minister
<https://twitter.com/halfon4harlowMP/status/1673359909889495040>

Other JNCHEs 'related' coverage inc MAB

'I haven't had a single normal year at university': the UK students graduating without a graded degree
<https://www.theguardian.com/education/2023/jun/24/uk-students-without-graded-degree-graduating-covid-strikes-boycott>

Marking boycott could trigger protests at 'sham' graduations - *UCEA sought urgent inclusion and amendment to this piece which was declined*
<https://www.thetimes.co.uk/article/c6224f3e-1205-11ee-9673-09365d127a9f>

University marking boycott will affect students' mental health - letter from a parent
<https://www.theguardian.com/education/2023/jun/23/university-marking-boycott-will-affect-students-mental-health>

Third of UK final-year students face grades delay due to marking boycott
<https://www.theguardian.com/education/2023/jun/24/uk-final-year-students-university-undergraduates-results-grades-delay>

Students across UK miss out on graduation as anger grows over 'disgraceful' exam marking boycott and universities are blasted for holding 'sham' ceremonies
<https://www.dailymail.co.uk/news/article-12243047/Fury-builds-universities-staging-sham-graduations-disgraceful-marking-boycott.html>

Support staff at north-west universities step up strike action over pay
<https://morningstaronline.co.uk/article/b/support-staff-at-north-west-universities-step-up-strike-action-over-pay>

Sector pensions and related

University pension scheme braced for wipeout of biggest investment if Thames Water collapses
<https://www.telegraph.co.uk/business/2023/06/29/university-pension-scheme-braced-for-wipeout-thames-water/>

USS is heavily invested in under pressure Thames Water

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-6-uss-is-heavily-invested-in-under-pressure-thames-water>

Contingency plans being drawn up for Thames Water collapse – USS is a shareholder

<https://www.theguardian.com/business/2023/jun/28/contingency-plans-reportedly-being-drawn-up-for-thames-water-collapse>

UCU - Update on USS Capita data breach

<https://www.ucu.org.uk/article/13020/Update-on-USS-Capita-data-breach>

Falmouth University to enrol staff onto Teachers' Pension Scheme

<https://www.pensionsage.com/pa/Falmouth-University-to-enrol-staff-onto-teachers-pension-scheme.php>

PLSA publishes guide for LGPS participating employers

<https://www.professionalpensions.com/news/4118921/plsa-publishes-guide-lgps-participating-employers>

McCloud remedy hits LGPS funds with resource issues

<https://www.professionalpensions.com/news/4119253/mccloud-remedy-hits-lgps-funds-resource-issues>

Other sector HR and related

What we know about sector staff wages

<https://wonkhe.com/blogs/what-we-know-about-sector-staff-wages/>

Paying a real living wage demonstrates commitment to higher education's values

<https://wonkhe.com/blogs/paying-a-real-living-wage-demonstrates-commitment-to-higher-educations-values/>

Sector TU media releases and related

Adult Human Female directors launch crowdfunder for UCU legal action

<https://www.thenational.scot/news/23616852.adult-human-female-directors-launch-crowdfunder-ucu-legal-action/>

UCU The Friday email: 23 June 2023

<https://www.ucu.org.uk/article/12999/The-Friday-email-23-June-2023>

HE funding and related

The Guardian view on universities: arts cuts are the tip of an iceberg

<https://www.theguardian.com/commentisfree/2023/jun/26/the-guardian-view-on-universities-arts-cuts-are-the-tip-of-an-iceberg>

Universities face diversity challenge to win research funding

<https://www.pinsentmasons.com/out-law/news/universities-face-diversity-challenge-to-win-research-funding>

England

Willetts: move universities from DfE 'treating them like schools'

<https://www.timeshighereducation.com/news/willetts-move-universities-dfe-treating-them-schools>

Which Whitehall department should be responsible for English universities? By Dave Phoenix

<https://www.hepi.ac.uk/2023/06/29/which-whitehall-department-should-be-responsible-for-english-universities-by-dave-phoenix/>

Scotland

Ministers propose new education super agency for Scotland

<https://www.bbc.co.uk/news/uk-scotland-66049087>

Other HE finances, funding and students

UK degree withdrawals pass 30,000 this academic year

<https://www.timeshighereducation.com/news/uk-degree-withdrawals-pass-30000-academic-year>

Lords criticise University of East Anglia's arts jobs cut plan

<https://www.bbc.co.uk/news/uk-england-norfolk-66047712>

NHS workforce plan

Record recruitment and reform to boost patient care under first NHS Long Term Workforce Plan

<https://www.england.nhs.uk/2023/06/record-recruitment-and-reform-to-boost-patient-care-under-first-nhs-long-term-workforce-plan/>

'Historic' 15-year plan to boost NHS workforce
<https://www.bbc.co.uk/news/health-66052274>

Plan to train more doctors more quickly in England
<https://www.bbc.co.uk/news/health-6605227>

NHS aims to double number of medical school places by 2031
<https://www.timeshighereducation.com/news/nhs-aims-double-number-medical-school-places-2031>

Foreign students, immigration, Horizon and Brexit

Universities want €200 billion research budget for next Horizon
<https://www.timeshighereducation.com/news/universities-want-eu200-billion-research-budget-next-horizon>

Scientists and industry leaders reject delayed return to Horizon as 'absurd'
<https://www.ft.com/content/e6c41217-71b1-4936-bdf9-619b26dce02d?shareType=nongift>

Science and industry leaders warn UK and EU over Horizon delays
<https://www.ft.com/content/e6c41217-71b1-4936-bdf9-619b26dce02d>

Brexit not to blame for labour shortage, says Bank governor Andrew Bailey
<https://www.thetimes.co.uk/article/8c20d908-15e9-11ee-b768-bb6d328f2d92>

Migrant fruit-pickers are skilled workers, says ex-minister George Eustice
<https://www.bbc.co.uk/news/uk-politics-66056038>

Other sector news

Changes in the postgraduate taught landscape in the past 10 years, and things to consider for the next 10
<https://www.hepi.ac.uk/2023/06/27/changes-in-the-postgraduate-taught-landscape-in-the-past-10-years-and-things-to-consider-for-the-next-10/>

Why my university is investing more than ever in arts and humanities – blog by Stuart Croft Vice-Chancellor of the University of Warwick
<https://www.timeshighereducation.com/blog/why-my-university-investing-more-ever-arts-and-humanities>

Open University could teach face-to-face at new campus
<https://www.bbc.co.uk/news/uk-england-beds-bucks-herts-66022141>

Cambridge University bids to boost waste recycling to 80%
<https://www.bbc.co.uk/news/uk-england-cambridgeshire-66053284>

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

Government

UK government willing to ignore public sector pay review bodies, minister says
<https://www.theguardian.com/society/2023/jun/25/uk-government-willing-to-ignore-public-sector-pay-review-bodies-minister-says>

Inflation

Cost of living worsening health of children in UK, say school nurses
<https://www.theguardian.com/society/2023/jun/28/cost-of-living-worsening-health-children-uk-school-nurses>

Customers withdraw record amount of savings in May
<https://www.bbc.co.uk/news/business-66051711>

Pay and tax

Sunak in stealth tax row as higher rate snares 40% more workers
<https://www.thetimes.co.uk/article/ed07f86e-16ac-11ee-b768-bb6d328f2d92>

Union fury as figures show pay rises among top earners driving inflation
<https://www.theguardian.com/money/2023/jun/25/union-fury-as-figures-show-pay-rises-among-top-earners-driving-inflation>

HMRC fined 184,000 low earners for not filing return despite no tax owing

<https://www.theguardian.com/money/2023/jun/26/hmrc-fined-184000-low-earners-for-not-filing-return-despite-no-tax-owing>

HMRC fines 180,000 workers – even though they do not owe any tax

<https://www.telegraph.co.uk/tax/news/hmrc-fines-180000-workers-though-they-do-not-owe-any-tax/>

Pay and pensions equalities

PwC tells staff to expect small pay rise

<https://www.thetimes.co.uk/article/455eee84-15cf-11ee-8fcc-23dc1e6b4441>

Living ‘wages’

Cost of living: Low pay forces family to use water with cereal

<https://www.bbc.co.uk/news/uk-wales-65999115>

Jobs

Unemployed can't afford to be 'job snobs', says minister

<https://www.thetimes.co.uk/article/dae200aa-11eb-11ee-a92d-cf7c831c99b5>

Housing

Young adults pay heaviest price for Britain's exploding mortgage timebomb

<https://www.theguardian.com/business/2023/jun/25/young-adults-pay-heaviest-price-for-britains-exploding-mortgage-timebomb>

Just 5% of private rentals affordable on housing benefit

<https://www.theguardian.com/society/2023/jun/27/just-5-of-private-rentals-affordable-on-housing-benefit>

Quarter of Scotland households face 'eye-watering' council tax increases

<https://www.thetimes.co.uk/article/5f8a7330-151d-11ee-8708-86c9fd2a0280>

Other economic

Cineworld screens stay open despite administration

<https://www.bbc.co.uk/news/business-66017633>

New ways of working

Long-term sick: anxiety and working from home fuelling rise, says minister

<https://www.thetimes.co.uk/article/9e34ee9a-145e-11ee-8fcc-23dc1e6b4441>

South East Water blames working from home for hosepipe ban

<https://www.bbc.co.uk/news/uk-england-66007675>

UK – other ‘National strikes’

Nurses fail to vote in sufficient numbers for fresh strikes in England – note turnout figures

<https://www.theguardian.com/society/2023/jun/27/nurses-fail-to-vote-in-sufficient-numbers-for-fresh-strikes-in-england>

NHS Wales: Nurses pause strike as talks resume

<https://www.bbc.co.uk/news/uk-wales-66028360>

End to nurses' strike leaves tensions between Pat Cullen and RCN members

<https://www.theguardian.com/uk-news/2023/jun/29/end-to-nurses-strike-leaves-tensions-between-pat-cullen-and-rcn-members>

All four types of NHS doctor could strike before general election, BMA warns

<https://www.theguardian.com/society/2023/jun/29/all-four-types-of-nhs-doctor-could-strike-before-general-election-bma-fears>

Senior doctors back strike action in England

<https://www.bbc.co.uk/news/health-65992178>

Doctors on £100,000 salaries to strike demanding 35pc pay rise

<https://www.telegraph.co.uk/news/2023/06/27/hospital-consultants-doctors-strike-bma-july/>

St Mungo's: Staff at homeless charity begin indefinite strike over pay

<https://www.bbc.co.uk/news/uk-66027096>

Heathrow security staff call off summer strikes

<https://www.thetimes.co.uk/article/f936a246-11ef-11ee-a92d-cf7c831c99b5>

Schools and FE

Gillian Keegan: 'Children have been through so much — you couldn't pick a worse time to strike'
<https://www.thetimes.co.uk/article/984e449a-11d9-11ee-a92d-cf7c831c99b5>

Gillian Keegan must show integrity on teacher pay
<https://www.nasuw.org.uk/article-listing/gillian-keegan-must-show-integrity-on-teacher-pay.html>

Secondary school uniform costs parents £422 a year
<https://www.bbc.co.uk/news/business-66019781>

Schools minister: A cold shouldn't keep children out of the classroom
<https://www.thetimes.co.uk/article/07e99af8-1508-11ee-b768-bb6d328f2d92>

Almost 600 schools in England undergoing urgent structural checks
<https://www.theguardian.com/education/2023/jun/28/almost-600-schools-in-england-undergoing-urgent-structural-checks>

Teaching assistant calls low pay disrespectful
<https://www.bbc.co.uk/news/articles/cn0knz011e1o>

Pupils in England sent to churches and village halls as crumbling schools close
<https://www.theguardian.com/education/2023/jun/29/pupils-in-england-sent-to-churches-and-village-halls-as-crumbling-schools-close>

Nursery closures threaten free childcare pledge, sector warns
<https://www.bbc.co.uk/news/uk-politics-66022218>

Health and safety and wellbeing

NHS staff sickness hits record high in England
<https://www.bbc.co.uk/news/health-66047270>

#Metoo

Prevent and address harassment and sexual misconduct
<https://www.officeforstudents.org.uk/advice-and-guidance/student-wellbeing-and-protection/prevent-and-address-harassment-and-sexual-misconduct/survey-of-sexual-misconduct/>

Universities urged to improve how staff sexual-assault claims are handled
<https://www.nature.com/articles/d41586-023-02099-2>

Other UK pay, pensions and HR related

Robin Ellison: Is it time to kill off the state old-age pension?
<https://www.professionalpensions.com/opinion/4118956/robin-ellison-kill-age-pension>

Employers failing to support members after pension tax changes
<https://www.professionalpensions.com/news/4119122/employers-failing-support-members-pension-tax-changes>

One third of savers facing poverty in retirement
<https://www.professionalpensions.com/news/4118973/third-savers-facing-poverty-retirement>

Push for hospitals to keep hold of more staff
<https://www.thetimes.co.uk/article/4436b714-1523-11ee-b768-bb6d328f2d92>

Fears of legal threat to more gender equal Senedd plans
<https://www.bbc.co.uk/news/uk-wales-politics-65927633>

'She divorced me': how to make job shares work – and why they can fail
<https://www.theguardian.com/global-development/2023/jun/29/she-divorced-me-how-to-make-job-shares-work-and-why-they-can-fail>

The Disability Gap: Insecure work in the UK
<https://www.lancaster.ac.uk/work-foundation/publications/the-disability-gap-insecure-work-in-the-uk>

International HE and HR related

Staff in Dutch universities set to receive a pay raise and bonus payment
<https://nltimes.nl/2023/06/29/staff-dutch-universities-set-receive-pay-raise-bonus-payment>

Denmark cuts undergraduate numbers but aims for overseas growth
<https://www.timeshighereducation.com/news/denmark-cuts-undergraduate-numbers-aims-overseas-growth>

Rectors fear for staff recruitment under Norwegian language rule
<https://www.timeshighereducation.com/news/rectors-fear-staff-recruitment-under-norwegian-language-rule>

French research reforms 'must tackle distrust' in divided system
<https://www.timeshighereducation.com/depth/french-research-reforms-must-tackle-distrust-divided-system>

Macron calls for shorter summer holidays at schools in France
<https://www.thetimes.co.uk/article/9272ebba-15b3-11ee-8fcc-23dc1e6b4441>

Germany passes law to attract skilled migrant workers amid fierce debate
<https://www.bbc.co.uk/news/world-europe-66003238>

Italian teacher sacked for 20 years of absence vows to defend herself
<https://www.bbc.co.uk/news/world-europe-66028403>

Australia's international students cry foul over demands to take \$400 English test multiple times
<https://www.theguardian.com/australia-news/2023/jun/25/australia-international-university-students-made-to-pass-400-english-test-several-times>

Australia - Overseas students say working hours cap 'saves us from ourselves'
<https://www.timeshighereducation.com/news/overseas-students-say-working-hours-cap-saves-us-ourselves>

University of Melbourne - Working-class university leader lobbies for free degrees
<https://www.universityworldnews.com/post.php?story=20230624100930371>

University of Sydney leadership on gender pay gap recognised
<https://www.sydney.edu.au/news-opinion/news/2023/06/29/university-of-sydney-leadership-on-gender-pay-gap-recognised-.html>

New Zealand boosts subsidies for cash-strapped universities
<https://www.timeshighereducation.com/news/new-zealand-boosts-teaching-subsidies-cash-strapped-universities>

US supreme court rules against affirmative action in Harvard and UNC cases
<https://www.theguardian.com/law/2023/jun/29/us-supreme-court-affirmative-action-harvard-unc-ruling>

US Supreme Court blocks affirmative action in admissions
<https://www.timeshighereducation.com/news/us-supreme-court-blocks-affirmative-action-admissions>

US campuses vow push on racial equity after Supreme Court ruling
<https://www.timeshighereducation.com/news/us-campuses-vow-push-racial-equity-after-supreme-court-ruling>

US - Are we losing the 'public' in public higher ed?
<https://www.insidehighered.com/opinion/views/2023/06/29/are-we-losing-public-public-higher-ed-opinion>

Harvard graduates advised to keep quiet about it
<https://www.thetimes.co.uk/article/3deaed16-120e-11ee-a92d-cf7c831c99b5>

New York - Cleaner destroys 25 years of research by turning off lab freezer
<https://www.telegraph.co.uk/world-news/2023/06/26/cleaner-destroys-research-lab-fridge-reysselaer-polytechnic/>

'Not for employee use': why are US retail workers being denied chairs?
<https://www.theguardian.com/us-news/2023/jun/28/sitting-at-work-employees-rest-worker-rights>

South Korea ends fiendish university entrance exam to tackle low birth-rate
<https://www.thetimes.co.uk/article/176c5b2a-14e3-11ee-b768-bb6d328f2d92>

Personnel Today and Management Today

Employers struggling to simultaneously achieve gender and ethnic diversity
<https://www.personneltoday.com/hr/gender-and-ethnic-diversity-mckinsey/>

Petition criticising gender-critical beliefs was harassment, tribunal finds

<https://www.personneltoday.com/hr/gender-critical-beliefs-tribunal-arts-council-england/>

One in 10 employers offers over 50s retention support

<https://www.personneltoday.com/hr/one-in-10-employers-offers-over-50s-retention-support/>

Why you shouldn't 'guilt yourself short' in pay negotiations

<https://www.managementtoday.co.uk/why-shouldnt-guiltself-short-pay-negotiations/indepth/article/1826562>

Inside the corporate world's dirty secret

<https://www.managementtoday.co.uk/inside-corporate-worlds-dirty-secret/the-big-hack/article/1827788>

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From: Andy Fryer <andyfryer@ucea.ac.uk>
Sent: 07 July 2023 15:43
To: Enquiries (UCEA)
Cc: Andy Fryer; Marc Whittaker
Subject: UCEA Headlines 07.07.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA letter to UCU - 4 July 2023

<https://www.ucea.ac.uk/news-releases/4july23/>

UCEA willing to re-enter negotiations posted 5 July

<https://www.ucu.org.uk/article/13058/UCEA-willing-to-re-enter-negotiations>

UCEA in the news, includes:

Quotes from Professor George Boyne, Chair of UCEA and Raj Jethwa, UCEA CEO

Prospect of more local deals deepens fractures in UK pay dispute

<https://www.timeshighereducation.com/news/prospect-more-local-deals-deepens-fractures-uk-pay-dispute>

Sir Keir Starmer on UCU marking and assessment boycott, Today (2:21:00)

<https://www.bbc.co.uk/sounds/play/m001ng8b>

Unions hit back at Starmer's marking boycott concern, The World Tonight (0:08:00)

<https://www.bbc.co.uk/programmes/m001ng88>

UCU vs Labour: leaders at loggerheads over industrial action

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-ucu-vs-labour-leaders-at-loggerheads-over-industrial-action/>

University marking boycott: 13,000 students 'unable to graduate' this year

<https://inews.co.uk/news/education/university-marking-boycott-students-graduate-ongoing-pay-dispute-2445374>

Students face worry of graduating without degrees

<https://www.channel4.com/news/students-face-worry-of-graduating-without-degrees>

5 Live Breakfast - Tuesday 4 July – 10 mins in, with UCEA's MAB numbers and quote

<https://www.bbc.co.uk/sounds/play/m001ng84>

Lecturers don't want a marking boycott, either. But we must fight those wrecking UK universities

<https://www.theguardian.com/commentisfree/2023/jul/03/lecturers-marking-boycott-uk-universities-pay-cuts-working-conditions-students>

Students face worry of graduating without degrees

<https://www.channel4.com/news/students-face-worry-of-graduating-without-degrees>

Marking boycott to cost overseas students £700 in visa fees

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-marking-boycott-to-cost-overseas-students-700-in-visa-fees/>

Lecturer strikes: Welsh graduations and degree marks delayed

<https://www.bbc.co.uk/news/uk-wales-66110491>

Other JNCHES 'related' coverage inc MAB

Fight is on to save the university struggle from union leaders

<https://socialistworker.co.uk/news/fight-is-on-to-save-the-university-struggle-from-union-leaders/>

Most voters back big pay rises for doctors, teachers and police – *but don't support HE strikes*

<https://www.thetimes.co.uk/article/880b0754-19a3-11ee-8434-240b5ab9f9b1>

Sector pensions and related

Steering USS through calmer waters – *blog by UCEA Board member and Chair of EPF Professor Adam Tickell*

<https://wonkhe.com/blogs/steering-uss-through-calmer-waters/>

Thames Water's turnaround plan backed by investor USS

<https://www.reuters.com/world/uk/thames-waters-turnaround-plan-backed-by-investor-uss-2023-06-30/>

Thames Water investor USS pension fund to be quizzed by watchdog over stake

<https://www.ft.com/content/3f475309-c2e5-4056-a029-dfc9c6cc8133>

Sector TU media releases and related

Update on employer negotiations and the marking and assessment boycott

<https://www.ucu.org.uk/article/13058/Update-on-employer-negotiations-and-the-marking-and-assessment-boycott>

UCU - The Friday email: 30 June 2023

<https://www.ucu.org.uk/article/13016/The-Friday-email-30-June-2023>

UCU Left - Don't suspend the MAB, keep up the pressure – where's our ballot?

<https://uculeft.org/dont-suspend-the-mab-keep-up-the-pressure-wheres-our-ballot%E2%82%AC/>

Not marking time: keep the employers on the run

<https://www.counterfire.org/article/not-marking-time-keep-the-employers-on-the-run/>

HE funding and related

Ministers set to push on with student number controls in England

<https://www.timeshighereducation.com/news/ministers-set-push-student-number-controls-england>

Labour floats changes to student loans (and grants)

[Wonkhe link](#)

Other HE finances, funding and students

Universities agree guidelines for staff and students on use of AI

<https://www.theguardian.com/technology/2023/jul/04/uk-universities-draw-up-guiding-principles-on-generative-ai>

Scots education 'crisis' as student debt soars to record £7.6bn

https://www.heraldsotland.com/business_hq/23636199.scots-education-crisis-student-debt-soars-record-7-6bn/

Students split on how staff should interact with them online

<https://www.timeshighereducation.com/news/students-split-how-staff-should-interact-them-online>

Some universities are getting worse over info for students on costs

<https://wonkhe.com/blogs/parts-of-the-sector-are-getting-worse-over-warnings-to-students-about-the-costs-of-study/>

NHS workforce

Revealed: record 170,000 staff leave NHS in England as stress and workload take toll

<https://www.theguardian.com/society/2023/jul/01/revealed-record-170000-staff-leave-nhs-in-england-as-stress-and-workload-take-toll>

Foreign students, immigration, Horizon and Brexit

Vivienne Stern, Chief Executive of UUK, interviewed on Horizon Europe (1:14:10)

<https://www.bbc.co.uk/sounds/play/m001nghb>

UK and EU edge towards deal for Britain to rejoin Horizon programme

<https://www.ft.com/content/2a697f3a-c692-4bfd-afa3-1e75f5abafe1>

Migration is fuelled by too many degrees, say New Conservatives

<https://www.thetimes.co.uk/article/ae0ab604-19e2-11ee-8434-240b5ab9f9b1>

UK Horizon association 'dither' risks 'more lost science funding'

<https://www.timeshighereducation.com/news/uk-horizon-association-dither-risks-more-lost-science-funding>

Tory MPs pile more pressure on Rishi Sunak over migration

<https://www.thetimes.co.uk/article/tory-mps-pile-more-pressure-on-rishi-sunak-over-migration-6bvm3l2xs>

The UK and Spain sign an agreement on education cooperation (*inc HE*)

<https://www.gov.uk/government/news/the-uk-and-spain-sign-an-agreement-on-education-cooperation>

Other sector news

Universities will be at the heart of the NHS workforce plan's success

<https://wonkhe.com/blogs/universities-will-be-at-the-heart-of-the-nhs-workforce-plans-success/>

In-person teaching campus plan 'meets demand' as OU model creaks

<https://www.timeshighereducation.com/news/person-teaching-campus-plan-meets-demand-ou-model-creaks>

UHI college merger approved by Scottish government

<https://www.bbc.co.uk/news/uk-scotland-highlands-islands-66096678>

Universities must protect minority students

<https://www.standard.co.uk/news/politics/justin-welby-universities-canterbury-archbishop-university-of-sussex-b1092806.html>

Is a university degree still worth it?

<https://www.telegraph.co.uk/education-and-careers/2023/07/06/is-university-worth-it-uk-tuition-fees/>

Woke universities are using 'insidious censorship' and a 'culture of intimidation' to stifle free speech, education minister warns

<https://www.mailonsunday.co.uk/news/article-12268387/Woke-universities-using-insidious-censorship-stifle-free-speech-education-minister-warns.html>

Nearly 400 uni students investigated for using ChatGPT to plagiarise assignments

<https://metro.co.uk/2023/07/05/nearly-400-caught-using-chatgpt-to-plagiarise-uni-assignments-19075163/>

Universities nervous as Labour 'accepts' tuition fees in England

<https://www.timeshighereducation.com/news/universities-nervous-labour-accepts-ts>

Inflation and cost of living pressures

Almost 13 million adults now struggling to pay bills, debt charity warns

<https://www.theguardian.com/business/2023/jul/02/almost-13-million-adults-now-struggling-to-pay-bills-debt-charity-warns>

M&S offers money off children's clothes in exchange for used school uniforms

<https://www.theguardian.com/business/2023/jul/03/m-and-s-money-off-childrens-clothes-for-used-school-uniform-shwop>

Energy boss says prices might rise this winter

<https://www.bbc.co.uk/news/business-66061853>

Pay and tax

Inflation drives real-terms pay cut for postgraduates in England

<https://www.timeshighereducation.com/news/inflation-drives-real-terms-pay-cut-postgraduates-england>

Living 'wages'

Museums in Scotland required to pay Living Wage to apply for public funding

<https://www.museumsassociation.org/museums-journal/news/2023/07/museums-in-scotland-required-to-pay-living-wage-to-apply-for-public-funding/#>

Jobs

Companies refuse to hire 'unreliable' young workers

<https://www.bbc.co.uk/news/uk-england-shropshire-66066246>

Housing

House prices fall at fastest rate in 12 years, says Halifax

<https://www.bbc.co.uk/news/business-66130798>

Mortgage rates: Average five-year fix rises above 6%

<https://www.bbc.co.uk/news/business-66088718>

Thousands of rental adverts say no to children or pets

<https://www.bbc.co.uk/news/business-66030048>

Other economic

Councils in England hit by 'unsustainable' £450m bill for free bus passes

<https://www.theguardian.com/money/2023/jul/01/councils-in-england-hit-by-unsustainable-450m-bill-for-free-bus-passes>

Art Fund chief: Scotland's museums are being starved of money

<https://www.thetimes.co.uk/article/1d062e1a-184b-11ee-a7a8-f52d03fc56d4>

New ways of working

As HSBC quits and hybrid working stays, is this the end for Canary Wharf?

<https://www.theguardian.com/artanddesign/2023/jul/01/hsbc-quits-canary-wharf-hybrid-working-london-docklands>

UK – other 'National strikes'

Strike action could hit summer holiday flights in Europe

<https://www.bbc.co.uk/news/business-66124424>

Teachers strike: National Education Union walks out in England for second day this week

<https://www.bbc.co.uk/news/uk-66130783>

Union leaders call on Education Secretary to stop delaying pay review body recommendations

<https://www.nasuwf.org.uk/article-listing/union-leaders-stop-delaying-pay-recommendations.html>

'United front' of teachers could launch biggest strikes in a decade in England

<https://www.theguardian.com/education/2023/jul/05/united-front-teachers-could-biggest-strikes-decade-england>

Doctors win pay pledge if they call off strikes

<https://www.thetimes.co.uk/article/d09497a0-1918-11ee-8198-bf96b6365670>

Consultants threaten to join junior doctors in NHS Scotland strike action

<https://www.thetimes.co.uk/article/58a8bbae-19d1-11ee-8198-bf96b6365670>

Radiographers in England to strike over pay

<https://www.bbc.co.uk/news/health-66067596>

'Desperate and angry' headteachers in England ready to join strikes in autumn

<https://www.theguardian.com/education/2023/jul/02/desperate-and-angry-uk-headteachers-ready-to-join-strikes-in-autumn>

Aslef plans further week of rail overtime ban at start of summer break

<https://www.theguardian.com/business/2023/jul/03/aslef-plans-further-week-of-rail-overtime-ban-at-start-of-summer-break>

Mental health in HE

New report shows that one-in-three university applicants miss lessons due to mental health

<https://www.hepi.ac.uk/2023/07/07/new-report-shows-that-one-in-three-university-applicants-miss-lessons-due-to-mental-health-but-show-more-resilience/>

Other Health and Safety and wellbeing including Covid

Act Now on Asbestos: pupils and teachers being killed years after exposure

<https://www.thetimes.co.uk/article/6f6aba5e-1779-11ee-87bf-4c05f9202e96>

#Metoo

MPs call for compulsory student training to stop sexual violence

<https://www.timeshighereducation.com/news/mps-call-compulsory-student-training-stop-sexual-violence>

The Commons' Women and Equalities Committee report on attitudes towards women and girls in educational settings

<https://wonkhe.com/blogs/the-commons-women-and-equalities-committee-report-on-attitudes-towards-women-and-girls-in-educational-settings/>

Westminster: House of Commons culture still 'predatory', say staff

<https://www.bbc.co.uk/news/uk-politics-66097839>

Communications and data

Confusion at Twitter continues over Elon Musk's tweet limits

<https://www.bbc.co.uk/news/technology-66087172>

Instagram's Threads app to launch 6 July amid mass backlash against Elon Musk's Twitter

<https://www.theguardian.com/technology/2023/jul/04/threads-app-instagram-twitter-competitor-meta-to-launch-rival>

London free newspaper City AM puts itself up for sale

<https://www.theguardian.com/media/2023/jul/03/london-free-newspaper-city-am-puts-itself-up-for-sale>

Ofcom to investigate GB News and TalkTV over impartiality rules

<https://www.theguardian.com/media/2023/jul/03/ofcom-to-investigate-gb-news-and-talktv-over-impartiality-rules>

Other UK pay, pensions and HR related

DWP launches mid-life MOT website

<https://www.professionalpensions.com/news/4119487/dwp-launches-mid-life-mot-website>

International HE and HR related

Pay rise for PhDs in Ireland, but failure to tackle other issues sees strike action threatened

<https://www.chemistryworld.com/news/pay-rise-for-phds-in-ireland-but-failure-to-tackle-other-issues-sees-strike-action-threatened/4017661.artic>

Celebrity, secrets and lies: Ireland watches as scandal engulfs RTÉ – *pay issues*

<https://www.theguardian.com/world/2023/jul/01/celebrity-secrets-lies-ireland-scandal-engulfs-rte>

More Australian branch campuses proposed for Indonesia

<https://www.timeshighereducation.com/news/more-australian-branch-campus-proposed-indonesia>

Adelaide university merger faces rocky regulatory road

<https://www.timeshighereducation.com/news/adelaide-university-merger-faces-rocky-regulatory-road>

Disney owes female workers more than \$150m in wages, pay gap suit alleges

<https://www.theguardian.com/us-news/2023/jun/30/disney-female-employees-wage-disparity-lawsuit>

Hong Kong considers raising cap on non-local students

<https://www.timeshighereducation.com/news/hong-kong-considers-raising-cap-non-local-students>

Delhi University teachers demand urgent action to address salary and pension crises

<https://www.indiatoday.in/amp/education-today/news/story/delhi-university-teachers-demand-urgent-action-to-address-salary-and-pension-crises-2401707-2023-07-04>

Personnel Today and Management Today

Will 2023 be the year the CV is binned?

<https://www.managementtoday.co.uk/will-2023-year-cv-binned/leadership-learning/article/1809685>

The blame game: 'benevolent sexism' can hinder women's career development

<https://www.managementtoday.co.uk/blame-game-benevolent-sexism-hinder-womens-career-development/leadership-lessons/article/1828464>

Who is on strike and when?

<https://www.personneltoday.com/hr/who-is-on-strike-and-when/>

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Andy Fryer

Head of Communications and Membership

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From: Marc Whittaker <marcwhittaker@ucea.ac.uk>
Sent: 11 August 2023 16:30
To: UCEA All Staff
Subject: UCEA Headlines 11.08.23

CAUTION: This email originated from outside the University of Dundee. Do not click links or open attachments unless you recognise the sender's email address and know the content is safe.

Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

My daughter got a handshake instead of a degree grade. She's not alone.

<https://www.thetimes.co.uk/article/eea955a2-32de-11ee-848f-deeb3414ce27>

UCEA quoted

University strikes: A perspective from behind the picket line

<https://www.mancunianmatters.co.uk/news/10082023-university-strikes-a-perspective-from-behind-the-picket-line/>

UCEA mentioned

The Times view on the plight of students: University Challenge – *we requested and received a correction to the online version, as the original piece said that UCEA was the lead sector agency on USS issues*

<https://www.thetimes.co.uk/article/the-times-view-on-the-plight-of-students-university-challenge-kchb7kcg3>

University students facing more disruption from staff walkouts

<https://www.telegraph.co.uk/news/2023/08/06/university-students-more-strikes-no-degree-result-ucu-hec/>

Scottish universities' staff morale at 'all-time low' amid pay row

<https://www.thenational.scot/news/23703992.scottish-universities-staff-morale-all-time-low-amid-pay-row/>

University strikes: 'I'm a lecturer living in poverty because I've refused to mark just three dissertations'

<https://inews.co.uk/news/university-strikes-lecturer-poverty-refused-mark-dissertations-2535800>

Some international coverage

Associated Press – reproduced by the Canadian Broadcasting Corporation (CBC), Washington Post and other North American outlets

University exams go unmarked in U.K. pay dispute, leaving thousands unable to graduate

<https://www.cbc.ca/news/world/uk-university-labour-dispute-1.6929692>

https://www.washingtonpost.com/world/2023/08/07/uk-university-strikes-marking-boycott-students/4ec9c6e0-34fd-11ee-ac4e-e707870e43db_story.html

Thousands of UK students unable to graduate after lecturers refuse to mark exams in labor dispute – *note they call the UCU, the USC*

<https://themessenger.com/news/thousands-of-uk-students-unable-to-graduate-after-lecturers-refuse-to-mark-exams-in-labor-dispute>

UCU

Have your say on our union's next steps

<https://www.ucu.org.uk/article/13136/Have-your-say-on-our-unions-next-steps>

UCU Left Pre-BDM Open Meeting

<https://uculeft.org/ucu-left-pre-bdm-open-meeting/>

University strike on brink as union tops try to wind it down

<https://socialistworker.co.uk/background-check/university-strike-on-brink-as-union-tops-try-to-wind-it-down/>

Other JNCHES 'related' coverage inc MAB

Withholding students' grades is 'morally wrong'

<https://www.thetimes.co.uk/article/withholding-students-grades-is-morally-wrong-37jws90ln>

Unions are spitting in the faces of the young

<https://www.telegraph.co.uk/news/2023/08/08/unions-are-spitting-in-the-faces-of-the-young/>

The Guardian view on England's universities: a summer of campus discontent

<https://www.theguardian.com/commentisfree/2023/aug/07/the-guardian-view-on-englands-universities-a-summer-of-campus-discontent>

Top universities in crisis as lecturer strikes add to students' woes

<https://www.thetimes.co.uk/article/top-universities-in-crisis-as-lecturer-strikes-add-to-students-woes-93wzf7smg>

The News Agents: How students are getting screwed...again – *includes an interview with Jo Grady*

<https://podcasts.apple.com/gb/podcast/the-news-agents/id1640878689?i=1000624058192>

Edinburgh University strike action called off after 'significant step forward' in marking boycott dispute

<https://www.scotsman.com/education/edinburgh-university-strike-action-called-off-after-significant-step-forward-in-marking-boycott-dispute-4244489>

University of Leeds support staff to strike during clearing week

<https://www.bbc.co.uk/news/uk-england-leeds-66454384>

Other sector TU media releases and related

Police staff in England and Wales offered 7% pay increase, says UNISON

<https://www.unison.org.uk/news/press-release/2023/08/police-staff-in-england-and-wales-offered-7-pay-increase-says-unison/>

NHS staff at Merseyside hospitals vote to strike after years of being underpaid

<https://www.unison.org.uk/news/2023/08/nhs-staff-at-merseyside-hospitals-vote-to-strike-after-years-of-being-underpaid/>

Workers speak out about mileage rates

<https://www.unison.org.uk/news/article/2023/08/workers-speak-out-about-mileage-rates/>

HE funding and related

We can't support everything with cross-subsidy - *blog by Professor Mark E Smith, President and Vice-Chancellor of the University of Southampton and UCEA Board member*

<https://wonkhe.com/blogs/we-cant-support-everything-with-cross-subsidy/>

'Rip-off degrees' narrative will only limit opportunity

<https://www.thetimes.co.uk/article/rip-off-degrees-narrative-will-only-limit-opportunity-gzcktzxxk>

Foreign student boom puts university places for British pupils at risk

<https://www.thetimes.co.uk/article/41033358-329a-11ee-b04c-88a034803f06>

Middle-class students face losing out on places at Russell Group universities giving one in four places to foreign students who can pay £40,000 tuition fees, report warns

<https://www.dailymail.co.uk/news/article-12374925/Middle-class-students-face-losing-places-Russell-Group-universities-giving-one-four-places-foreign-students-pay-40-000-tuition-fees-report-warns.html>

Government

Policy divergence: Changes in student funding systems across the UK since 2002/03

<https://www.hepi.ac.uk/2023/08/10/policy-divergence-changes-in-student-funding-systems-across-the-uk-since-2002-03/>

What happened to the masterplan? The relationship between government and higher education

<https://www.hepi.ac.uk/2023/08/07/what-happened-to-the-masterplan-the-relationship-between-government-and-higher-education/>

UK universities are not a problem to be smashed with a hammer - blog by Professor Martin Jones, Vice-Chancellor and Chief Executive of Staffordshire University

<https://www.timeshighereducation.com/blog/uk-universities-are-not-problem-be-smashed-hammer>

Scottish Higher and A Level results

Scottish Highers - Results Day 2023

<https://www.gov.scot/news/results-day-2023/>

Nearly three-quarters of young Scottish students gain first choice university place

<https://www.ucas.com/corporate/news-and-key-documents/news/nearly-three-quarters-young-scottish-students-gain-first-choice-university-place>

Pass rate falls as Scottish pupils get exam results

<https://www.bbc.co.uk/news/uk-scotland-66429533>

Nearly 100,000 fewer top A-levels this year in grading plan, research suggests

<https://www.theguardian.com/education/2023/aug/07/a-level-grades-results-students-england-uk>

School leavers facing 'toughest ever fight' for university places

<https://www.dailymail.co.uk/news/article-12390919/School-leavers-face-one-toughest-battles-university-places-living-memory-level-results-published-week.html>

Of course foreign students should be welcomed, but our universities mustn't fill their coffers to the detriment of young Britons

<https://www.dailymail.co.uk/debate/article-12390931/STEPHEN-GLOVER-course-foreign-students-welcomed-universities-mustnt-coffers-detriment-young-Britons.html>

Other HE finances, funding and students

Over 339,000 students cast their views in National Student Survey

<https://www.officeforstudents.org.uk/news-blog-and-events/press-and-media/over-339-000-students-cast-their-views-in-national-student-survey/>

The student pizza parties are back over the Severn Bridge

<https://wonkhe.com/wonk-corner/the-student-pizza-parties-are-back-over-the-severn-bridge/>

Overseas students, immigration, Horizon and Brexit

Post-Brexit talent visa route gets just three applicants in two years

<https://www.researchprofessionalnews.com/rr-news-uk-politics-2023-8-post-brexit-talent-visa-gets-just-three-applicants-in-two-years/>

UK universities withdraw offers after Pearson cheating concerns

<https://thepienuews.com/news/uk-universities-pearson-cheating/>

UK close to rejoining EU's Horizon research programme

<https://www.thetimes.co.uk/article/uk-close-to-rejoining-eus-horizon-research-programme-fdxfj2znn>

Frustration as Scotland waits for detail on Erasmus alternative

<https://www.timeshighereducation.com/news/frustration-scotland-waits-detail-erasmus-alternative>

Fines hiked for firms employing illegal migrants

<https://www.bbc.co.uk/news/uk-66422763>

No 10 suggests UK still EU member in tweet gaffe

<https://www.bbc.co.uk/news/uk-politics-66461563>

Other sector news

Almost nine in 10 students in England feel free to express their views – survey

<https://www.theguardian.com/education/2023/aug/10/almost-nine-in-10-students-in-england-feel-free-to-express-their-views-survey>

Outgoing ACU head: Commonwealth collaborations must go both ways

<https://www.timeshighereducation.com/news/outgoing-acu-head-commonwealth-collaborations-must-go-both-ways>

The evolving tertiary space in the UK: Meeting the skills needs through HE in FE

<https://www.hepi.ac.uk/2023/08/09/the-evolving-tertiary-space-in-the-uk-meeting-the-skills-needs-through-he-in-fe/>

What does Wes Streeting's new autobiography reveal about higher education?

<https://www.hepi.ac.uk/2023/08/08/what-does-wes-streetings-new-autobiography-reveal-about-higher-education/>

'Black sheep' should be banned, university staff warned

<https://mailonline.pressreader.com/article/281797108514593>

ID Manchester: university plots path for 'inclusive innovation'

<https://www.timeshighereducation.com/news/id-manchester-university-plots-path-inclusive-innovation>

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

HE specific

One in three of England's university starters 'may live at home' this year

<https://www.theguardian.com/education/2023/aug/10/one-in-three-of-englands-university-starters-may-live-at-home-this-year>

'I'm better off at home': UK commuter student says moving out not an option

<https://www.theguardian.com/education/2023/aug/10/im-better-off-at-home-uk-commuter-student-says-moving-out-not-an-option>

'Money worries' force third of freshers to live with parents

<https://www.telegraph.co.uk/news/2023/08/10/university-freshers-avoid-student-housing-home-rent-price/>

Government

Welsh Government - Written Statement: Update about Budget 2023-24

<https://www.gov.wales/written-statement-update-about-budget-2023-24>

Inflation and cost of living pressures

Rail commuters face 'new kick in teeth' with hefty season ticket rise

<https://www.standard.co.uk/news/transport/commuters-rail-fares-rise-season-tickets-inflation-falling-b1099835.html>

Northern Ireland - Holiday hunger: Families face challenges after food grants axed

<https://www.bbc.co.uk/news/uk-northern-ireland-66399979>

Price of eating out at Nando's and Pizza Express surges in past year

<https://www.thetimes.co.uk/article/5479e0d0-36dc-11ee-8810-d3022cd752ba>

Pay and tax

Wages squeezed in many parts of UK until end of 2024

<https://www.bbc.co.uk/news/business-66436792>

Real wages to grow in London but fall in West Midlands

<https://www.bbc.co.uk/news/business-66436792>

UK Heading Towards Five Years of Lost Economic Growth

<https://www.niesr.ac.uk/publications/uk-heading-towards-five-years-lost-economic-growth?type=uk-economic-outlook>

How much do junior doctors really get paid in England?

<https://www.bbc.co.uk/news/health-66360656>

Number of civil servants earning £100,000 salary almost doubles - despite pay freeze

<https://www.telegraph.co.uk/politics/2023/08/09/rise-in-senior-civil-service-whitehall-pay-freeze/>

MPs paid £10m for second jobs and freelance work over past year

<https://www.theguardian.com/politics/2023/aug/06/mps-paid-10m-for-second-jobs-and-freelance-work-over-past-year>

Jobs

REC - Report on Jobs: Muted confidence around the economic outlook drives steeper drop in permanent placements

<https://www.rec.uk.com/our-view/news/press-releases/report-jobs-muted-confidence-around-economic-outlook-drives-steeper-drop-permanent-placements>

Wilko to stay open for now in race to save jobs

<https://www.bbc.co.uk/news/uk-66460059>

Housing

UK house prices drop again as Halifax says first-time buyers are switching to smaller homes
<https://www.theguardian.com/money/2023/aug/07/uk-house-prices-drop-again-as-halifax-says-first-time-buyers-are-switching-to-smaller-homes>

Other economic

State pensions to cost more than education, policing and defence combined
<https://www.thetimes.co.uk/article/9a207f70-36cf-11ee-a54b-14a9a87cf1a8>

Yorkshire council warns of budget crisis as deficit reaches £47m
<https://www.theguardian.com/society/2023/aug/09/yorkshire-council-warns-of-budget-crisis-as-deficit-reaches-47m>

New ways of working

Work from home generation confess to not being 100% focused on the job
<https://www.thetimes.co.uk/article/323237a8-3622-11ee-a54b-14a9a87cf1a8>

Zoom orders workers back to the office
<https://www.bbc.co.uk/news/business-66432173>

Amazon starting to track and penalize workers who work from home too much
<https://www.theguardian.com/technology/2023/aug/11/amazon-starting-to-track-and-penalize-workers-who-work-from-home-too-much>

UK – other ‘National strikes’

Junior doctors in England launch fifth round of industrial action
<https://www.theguardian.com/society/2023/aug/11/junior-doctors-england-launch-fifth-round-industrial-action-nhs-strike>

Senior doctors plan 48-hour strike for September in England
<https://www.bbc.co.uk/news/health-66433405>

Education staff could strike in September - union (Scottish Unite members in schools)
<https://www.bbc.co.uk/news/uk-scotland-66411340>

Virgin Atlantic faces strike threat from pilots
<https://www.thetimes.co.uk/article/24d690be-33a6-11ee-bd0d-b217d7a83feb>

Gatwick airport strike: union warns of August bank holiday disruption
<https://www.thetimes.co.uk/article/60339afe-36ca-11ee-8810-d3022cd752ba>

Irr-Bru drivers walk out on first day of strike
<https://www.bbc.co.uk/news/uk-scotland-glasgow-west-66455140>

St Mungo's: Charity staff continue 'poverty wages' strike
<https://www.bbc.co.uk/news/uk-england-london-66460096>

Schools and FE

UK spends £13m on private schooling for diplomats' children
<https://www.theguardian.com/politics/2023/aug/10/uk-spends-13m-on-private-schooling-for-diplomats-children>

Apprenticeships

What are apprenticeships and how do I choose a good one?
<https://www.bbc.co.uk/news/articles/c51xenx7pvqo>

Other Health and Safety and wellbeing including Covid

England to deny Covid and flu jabs to under-65s despite fears for NHS this winter
<https://www.theguardian.com/society/2023/aug/08/england-to-deny-covid-and-flu-jabs-to-under-65s-amid-fears-for-nhs-this-winter>

Britons living in deprived areas have poorer sleep quality, study finds
<https://www.theguardian.com/lifeandstyle/2023/aug/07/britons-deprived-areas-poorer-sleep-quality-study>

Fitness: Only 5,000 steps a day needed to stay healthy, study shows
<https://www.bbc.co.uk/news/health-66440424>

AI

UK is ill-equipped to protect workers against pitfalls of AI

<https://www.theguardian.com/technology/2023/aug/09/uk-is-ill-equipped-to-protect-workers-against-pitfalls-of-ai>

AI text detectors aren't working. Is regulation the answer?

<https://www.timeshighereducation.com/news/ai-text-detectors-arent-working-regulation-answer>

Communications and data

Millions of UK voters' data accessible in cyber-attack, says Electoral Commission

<https://www.theguardian.com/technology/2023/aug/08/uk-electoral-commission-registers-targeted-by-hostile-hackers>

PSNI data breach: 'Family fears for my safety as a police officer'

<https://www.bbc.co.uk/news/uk-northern-ireland-66447388>

Local newspaper group National World makes ambitious bid for Daily Telegraph

<https://www.theguardian.com/media/2023/aug/10/local-newspaper-group-national-world-makes-ambitious-bid-for-daily-telegraph>

International HE and HR related

German 'experiment' with international tuition fees 'at an end'

<https://www.timeshighereducation.com/news/german-experiment-international-tuition-fees-end>

Final government takeovers feared amid Hungary rector search

<https://www.timeshighereducation.com/news/final-government-takeovers-feared-amid-hungary-rector-search>

Administrators in the majority in Australasian sector workforce

<https://www.timeshighereducation.com/news/administrators-majority-australasian-sector-workforce>

Australia - Most commencing students 'already have retirement funds'

<https://www.timeshighereducation.com/news/most-commencing-students-already-have-retirement-funds>

Urgent investment needed to 'save Canada's research system'

<https://www.timeshighereducation.com/news/urgent-investment-needed-save-canadas-research-system>

US - How much are public-college presidents paid?

<https://www.chronicle.com/article/president-pay-public-colleges/>

US - Students blocked from campus when COVID hit want money back. Some are getting refunds

<https://stateline.org/2023/08/08/students-blocked-from-campus-when-covid-hit-want-money-back-some-are-getting-refunds/>

US universities 'short-changed' by industry on research

<https://www.timeshighereducation.com/news/us-universities-short-changed-industry-research>

UPS driver pay and benefits deal in US to be worth \$170,000 a year, firm says

<https://www.bbc.co.uk/news/business-66445496>

Private university bids to beat elite to Japanese funding jackpot

<https://www.timeshighereducation.com/news/private-university-bids-beat-elite-japanese-funding-jackpot>

Professor suspended 'for denying all Indians have a lavatory'

<https://www.thetimes.co.uk/article/265fdc46-3505-11ee-8810-d3022cd752ba>

Personnel Today and Management Today

Use monitoring tech only with employees' consent, MPs say

<https://www.personneltoday.com/hr/worker-monitoring-tech-report/>

Employers not highlighting commitment to diverse recruitment

<https://www.personneltoday.com/hr/diverse-recruitment-survey-rec-2023/>

What the McDonald's scandal shows about the importance of governance

<https://www.managementtoday.co.uk/mcdonalds-scandal-shows-importance-governance/opinion/article/1832591>

'It's not me, it's you': Why organisations need to fix themselves, not their female staff


<https://www.managementtoday.co.uk/its-not-me-its-you-why-organisations-need-fix-themselves-not-female-staff/indepth/article/1832108>

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Sent: 14 July 2023 16:57
To: UCEA All Staff
Subject: UCEA Headlines 14.07.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's media releases

Joint statement on 14 July 2023

<https://www.ucea.ac.uk/news-releases/14july23/>

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

TV and Radio

Raj appeared on BBC Breakfast on Sunday 9 July at 8.20am – *no link*

Naga Munchetty on Radio 5 live Wednesday 12 July from 6.30 mins in. UCEA's quote at approximately 25 mins in

<https://www.bbc.co.uk/sounds/play/m001nn61>

News media

University chiefs and unions to meet after marking boycott leaves thousands of students without grades

<https://news.sky.com/story/university-chiefs-and-unions-to-meet-after-marking-boycott-leaves-thousands-of-students-without-grades-12920732>

UCU pushes universities to up pay offer after public sector rises

<https://www.timeshighereducation.com/news/ucu-pushes-universities-pay-offer-after-public-sector-rises>

Unite ballot

Unite Scotland - University Workers to be balloted for strike action

<https://www.unitetheunion.org/news-events/news/2023/july/university-workers-to-be-balloted-for-strike-action/>

Workers at 10 Scottish universities balloted for strike action - PA news used by various inc The Herald, Evening Standard, Mail Online, The Independent

<https://www.standard.co.uk/business/business-news/workers-at-10-scottish-universities-balloted-for-strike-action-b1093612.html>

University workers to be balloted on strike action amid pay dispute

<https://news.stv.tv/scotland/university-workers-across-scotland-to-be-balloted-for-strike-action-amid-ongoing-pay-dispute>

Membership issues

Pay negotiating body suspends Queen's University Belfast for three years for outside agreement (PA news also Irish News)

<https://www.itv.com/news/utv/2023-07-11/qub-suspended-for-three-years-by-pay-negotiating-body>

Queen's University Belfast thrown out of Ucea over local pay deal

<https://www.timeshighereducation.com/news/queens-university-belfast-thrown-out-ucea-over-local-pay-deal>

Queen's University Belfast suspended from Ucea

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-queen-s-university-belfast-suspended-from-ucea/>

UCEA mentioned

Union steps up efforts to end higher education workers' struggle

<https://www.wsws.org/en/articles/2023/07/11/ucus-j11.html>

Universities: Strikes - Written (Westminster) Parliamentary Q&A including data from UCEA

<https://questions-statements.parliament.uk/written-questions/detail/2023-07-06/192807>

Other JNCHES 'related' coverage inc MAB

'Nervous' recruiters look beyond degrees amid marking delays

<https://www.timeshighereducation.com/news/nervous-recruiters-look-beyond-degrees-amid-marking-delays>

Student fears having to quit UK over uni marking boycott

<https://www.bbc.co.uk/news/uk-scotland-edinburgh-east-fife-66163344>

'Outrageously disrespectful': The view from the picket line

<https://www.varsity.co.uk/features/25863>

Watch: Students urge university to give striking staff a pay rise during graduation

<https://www.telegraph.co.uk/news/2023/07/12/university-of-edinburgh-students-striking-staff-graduation/>

University strikes have stolen my degree and future prospects

<https://www.telegraph.co.uk/news/2023/07/14/university-strikes-have-stolen-my-degree-and-future-prospect/>

Aberdeen University broke data rules with colour-coded strikers chart

<https://www.thetimes.co.uk/article/63ff7488-20da-11ee-9b6f-7186ba87ded7>

Imperial College workers in three unions strike for pay

<https://socialistworker.co.uk/news/imperial-college-workers-in-three-unions-strike-for-pay/>

Other sector HR and related

University of East Anglia: Staff striking over redundancy threat

<https://www.bbc.co.uk/news/uk-england-norfolk-66170863>

Sector pensions and related

Investors including USS agree £750m boost for Thames Water

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-investors-including-uss-agree-750m-boost-for-thames-water/>

Sector TU media releases and related

Public sector pay award shows university bosses must move on pay

<https://www.ucu.org.uk/article/13078/Public-sector-pay-award-shows-university-bosses-must-move-on-pay>

UCU - The Friday email: 7 July 2023

<https://www.ucu.org.uk/article/13063/The-Friday-email-7-July-2023>

Government must raise 'out-of-date' mileage rates for struggling public service staff, says UNISON

<https://www.unison.org.uk/news/article/2023/07/government-must-raise-out-of-date-mileage-rates-for-struggling-public-service-staff-says-unison/>

New wave of strikes on way, Unite leader Sharon Graham warns

<https://www.bbc.co.uk/news/uk-politics-66195753>

NI: Education Authority workers vote overwhelmingly to strike action for pay & grading implementation

<https://www.unitetheunion.org/news-events/news/2023/june/ni-education-authority-workers-vote-overwhelmingly-to-strike-action-for-pay-grading-implementation/>

ONS: Pay is still falling behind inflation

<https://www.unitetheunion.org/news-events/news/2023/june/ons-pay-is-still-falling-behind-inflation/>

TUC: Ministers backdown on mandatory ethnicity pay gap reporting is "another huge let down for BME workers"

<https://www.tuc.org.uk/news/tuc-ministers-backdown-mandatory-ethnicity-pay-gap-reporting-another-huge-let-down-bme-workers>

Public Service pay

Millions of public sector workers to get pay rise

<https://www.bbc.co.uk/news/uk-politics-6618850>

Joint Statement on Teachers' Pay: 13 July 2023

<https://www.gov.uk/government/news/joint-statement-on-teachers-pay-13-july-2023>

Teacher pay: 6.5% rise 'unlikely' to make 'significant difference'

<https://www.tes.com/magazine/news/general/teacher-pay-rise-unlikely-significant-difference>

Rishi Sunak driving doctors out of NHS with pay offer, say union leaders

<https://www.theguardian.com/society/2023/jul/13/rishi-sunak-driving-doctors-out-of-nhs-with-pay-offer-say-union-leaders>

UK – other 'National strikes'

Teacher strikes: NASUWT members vote for strike action

<https://www.bbc.co.uk/news/education-66174906>

Teachers in England vote for strike action in autumn over pay

<https://www.theguardian.com/education/2023/jul/12/teachers-in-england-vote-to-strike-in-autumn-over-pay>

English teaching unions to strike during Tory conference if pay deal rejected

<https://www.theguardian.com/education/2023/jul/09/english-teaching-unions-strike-tory-conference>

Ministers 'have obliterated morale': junior doctors on first day of strike

<https://www.theguardian.com/society/2023/jul/13/ministers-have-obliterated-morale-junior-doctors-on-first-day-of-strike>

Junior doctors in England start five-day strike

<https://www.bbc.co.uk/news/health-66162538>

Consultants would call off strike for 12.4% NHS pay deal

<https://www.theguardian.com/society/2023/jul/09/consultants-strike-nhs-pay-deal-offer>

Northern Ireland - Nurses' strike: RCN warns of further action over pay row

<https://www.bbc.co.uk/news/uk-northern-ireland-66195577>

Tube strikes: London Underground drivers in two days of stoppages in July

<https://www.thetimes.co.uk/article/cfa51226-1f48-11ee-a0e9-e23dc75d995a>

High court verdict on agency workers and strikes

High court quashes rules letting agency workers cover for UK strikers

<https://www.theguardian.com/uk-news/2023/jul/13/strikers-agency-workers-high-court-verdict>

Using agency staff to cover strikes ruled unlawful

<https://www.bbc.co.uk/news/business-66187748>

Tory government suffers major defeat as High Court rules its "strike-breaking" agency worker regulations unlawful

<https://www.tuc.org.uk/news/tory-government-suffers-major-defeat-high-court-rules-its-strike-breaking-agency-worker>

High Court rules 'strike-breaking' agency worker regulations unlawful

<https://www.unison.org.uk/news/2023/07/high-court-rules-strike-breaking-agency-worker-regulations-unlawful/>

HE funding and related

Few UK universities raise overseas fees in line with inflation

<https://www.timeshighereducation.com/depth/few-uk-universities-raise-overseas-fees-line-inflation>

The UK's university funding systems need a bold resetting

<https://www.timeshighereducation.com/blog/uks-university-funding-systems-need-bold-resetting>

Transition to net zero 'will cost UK universities £37 billion'

<https://www.timeshighereducation.com/news/transition-net-zero-will-cost-uk-universities-ps37-billion>

Britain's life sciences losing foreign backers

<https://www.thetimes.co.uk/article/882dfb78-21ba-11ee-b9dc-95034bbd78f3>

UKRI

UKRI publishes annual report

<https://www.ukri.org/news/ukri-publishes-annual-report-2022-to-2023/>

Notice of Research England funding payments in August 2023

<https://www.ukri.org/publications/notice-of-research-england-funding-payments-in-august-2023/>

Other HE finances and students

Universities spent average of £3 million each on 2021 REF

<https://www.timeshighereducation.com/news/universities-spent-average-ps3-million-each-2021-ref>

REF 2021: female academics 'much less likely' to be submitted

<https://www.timeshighereducation.com/news/ref-2021-female-academics-much-less-likely-be-submitted>

Elite universities take record share of Ucas applications

<https://www.timeshighereducation.com/news/elite-universities-take-record-share-ucas-applications>

International students want to keep some lectures online – survey

<https://www.timeshighereducation.com/news/international-students-want-keep-some-lectures-online-survey>

Student housing crisis looms as landlord Unite says properties already 98% full

<https://www.standard.co.uk/business/student-housing-crisis-looms-as-housing-provider-unite-warns-properties-already-98-full-b1093276.html>

Unite raises rents as students queue at the door

<https://www.thetimes.co.uk/article/unite-raises-rents-as-students-queue-at-the-door-ptlf3s52b>

Immigration, Horizon and Brexit

Universities ignore 'New Conservative' agenda 'at their peril'

<https://www.timeshighereducation.com/news/universities-ignore-new-conservative-agenda-their-peril>

Migrant workers' fee for using NHS could double to £1,200 in effort to cut queues

<https://www.thetimes.co.uk/article/93e3d42e-1dc3-11ee-a1d2-5f915afc01a5>

Other sector news

Despite some huge changes, the last 20 years of higher education policy have left some big questions unresolved

<https://www.hepi.ac.uk/2023/07/12/despite-some-huge-changes-the-last-20-years-of-higher-education-policy-have-left-some-big-questions-unresolved/>

Resetting relations between the Office for Students and universities

<https://www.hepi.ac.uk/2023/07/10/resetting-relations-between-ofs-and-universities/>

New Cambridge University chief comes out fighting for free speech

<https://www.thetimes.co.uk/article/ba8fb792-1ca0-11ee-8434-240b5ab9f9b1>

Apprenticeships

Standards, starts and achievements: Quality and growth in the HE apprenticeship market

<https://www.hepi.ac.uk/2023/07/14/standards-starts-and-achievements-quality-and-growth-in-the-he-apprenticeship-market/>

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

Inflation and cost of living pressures

How much?! See how the cost of a barbecue has gone up in the UK

<https://www.theguardian.com/business/2023/jul/07/how-much-see-how-the-cost-of-a-barbecue-has-gone-up-in-the-uk>

One in 20 adults run out of food as prices soar

<https://www.bbc.co.uk/news/business-66199622>

Pay and tax

Record pay rises fuel fresh inflation fears

<https://www.bbc.co.uk/news/business-66156713>

Record UK pay growth adds to pressure for interest rate rise

<https://www.theguardian.com/business/2023/jul/11/uk-pay-growth-interest-rate-rise-jeremy-hunt-inflation>

Covid illness legacy costs £16bn a year in benefits and lost taxes

<https://www.thetimes.co.uk/article/c5e288c6-21ba-11ee-b9dc-95034bbd78f3>

Royal Mail dispute ends as staff accept 10% pay rise

<https://www.thetimes.co.uk/article/dd48dfb4-2030-11ee-a0e9-e23dc75d995a>

Ivy staff anger after restaurant chain cuts their share of service charge

<https://www.theguardian.com/business/2023/jul/08/ivy-staff-anger-after-restaurant-chain-cuts-their-share-of-service-charge>

Living 'wages'

UK cost of living payments were ineffective sticking plaster, IFS says

<https://www.theguardian.com/business/2023/jul/13/uk-cost-of-living-payments-were-ineffective-sticking-plaster-ifs-says>

Housing

Mortgage payments set to jump by £500 for one million households

<https://www.bbc.co.uk/news/business-66172954>

Renting a room in UK tops £700 a month on average

<https://www.theguardian.com/money/2023/jul/12/renting-a-room-in-uk-now-tops-700-a-month-on-average>

Scotland - More than half of households in some areas face big council tax rise

<https://www.thetimes.co.uk/article/39346a1a-20e4-11ee-b9dc-95034bbd78f3>

Local Government

Nottinghamshire County Council votes to leave County Hall

<https://www.bbc.co.uk/news/uk-england-nottinghamshire-66192391>

Some Knowsley Council staff could transfer to Trafford

<https://www.bbc.co.uk/news/uk-england-merseyside-66201267>

Guildford Borough Council imposes controls amid bankruptcy fears

<https://www.bbc.co.uk/news/uk-england-surrey-66188834>

Other economic

Debt levels to hit 300% of GDP 'in 50 years', OBR warns

<https://www.thetimes.co.uk/article/b5040f56-21a7-11ee-b9dc-95034bbd78f3>

Excess deaths continue to fall, but remain above pre-pandemic levels

<https://www.professionalspensions.com/news/4119966/excess-deaths-continue-fall-remain-pre-pandemic-levels>

New ways of working

Rightwing lobby group campaigns to undermine UK four-day week

<https://www.theguardian.com/society/2023/jul/07/rightwing-lobby-group-campaigns-to-undermine-uk-four-day-week>

Mental health in HE

Understanding Student Mental Health Inequalities: Part-time, distance learner and commuter students

<https://www.studentminds.org.uk/mh-inequalities-non-traditional-students.html>

Other Health and Safety and wellbeing

Disability staff are overwhelmed and exhausted

<https://wonkhe.com/blogs/disability-staff-are-overwhelmed-and-exhausted/>

London at risk of major measles outbreak, UK Health Security Agency warns

<https://www.theguardian.com/society/2023/jul/14/measles-outbreak-risk-london-uk-health-security-agency-mmr-vaccine-take-up>

Legionella found in Paisley hospital's water supply

<https://www.bbc.co.uk/news/uk-scotland-glasgow-west-66195783>

Communications and data

Twitter faces legal challenge after failing to remove reported hate tweets

<https://www.theguardian.com/technology/2023/jul/10/twitter-faces-legal-challenge-after-failing-to-remove-reported-hate-tweets>

Other UK pay, pensions and HR related

Chancellor's Mansion House Reforms to boost typical pension by over £1,000 a year

<https://www.gov.uk/government/news/chancellors-mansion-house-reforms-to-boost-typical-pension-by-over-1000-a-year>

Recruiter Hays cuts staff as clients go flexible

<https://www.thetimes.co.uk/article/7ddc29f4-21b2-11ee-b9dc-95034bbd78f3>

Top City lawyers at Allen & Overy accept a pay cut

<https://www.thetimes.co.uk/article/af3eb878-219d-11ee-b9dc-95034bbd78f3>

UK politicians to investigate sexism in the City

<https://www.ft.com/content/9df3f9b1-d7ae-489a-ac9e-bc5f8f929e37>

Channel 4 chief awarded nearly £1.5m salary in 2022

<https://www.theguardian.com/media/2023/jul/12/channel-4-chief-alex-mahon-awarded-nearly-15m-salary-in-2022>

CV not up to job as brewer Molson Coors seeks diversity

<https://www.thetimes.co.uk/article/9f8e0980-20c9-11ee-b9dc-95034bbd78f3>

International HE and HR related

Overseas student caps in limbo after Dutch government collapses

<https://www.timeshighereducation.com/news/overseas-student-caps-limbo-after-dutch-government-collapses>

Australian universities report finds quality of education eroded by 'long-term underfunding'

<https://www.theguardian.com/australia-news/2023/jul/12/australian-universities-report-finds-quality-of-education-eroded-by-long-term-underfunding>

Amid mergers, does size matter for Australian universities?

<https://www.timeshighereducation.com/news/amid-mergers-does-size-matter-australian-universities>

'Three in four' Australians concerned about mounting student debt

<https://www.timeshighereducation.com/news/three-four-australians-concerned-about-mounting-student-debt>

University of California faculty threaten new strike action

<https://www.timeshighereducation.com/news/university-california-faculty-threaten-new-strike-action>

Hollywood actors announce strike in first joint action with writers in 60 years

<https://www.theguardian.com/us-news/2023/jul/13/hollywood-actors-union-recommends-strike-as-talks-deadline-passes>

India climbs to third among G20 nations for research output

<https://www.timeshighereducation.com/news/india-climbs-third-among-g20-nations-research-output>

Personnel Today and Management Today

Bill to introduce legal definition of bullying at work

<https://www.personneltoday.com/hr/bill-to-introduce-legal-definition-of-bullying-at-work/>

UK needs more EU workers, says former cabinet minister

<https://www.personneltoday.com/hr/eu-youth-mobility-scheme-young-workers-immigration-visa/>

Quarter of UK workforce expect to quit in a year, says PwC survey

<https://www.managementtoday.co.uk/quarter-uk-workforce-expect-quit-year-says-pwc-survey/indepth/article/1827161>

112% increase in ransomware attacks on UK businesses last year

<https://www.managementtoday.co.uk/112-increase-ransomware-attacks-uk-businesses-last-year/the-big-hack/article/1828926>


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Dear colleague,

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

Have a good weekend

Andy and Marc

Save the date!

This year's UCEA communications conference **HE Cyclical Crises: disputes and disruptions reflections and preparations** will take place at Woburn House on **Tuesday 1 November**.

Sector pensions

TPR and ICO urged to align 'unintentionally conflicting' guidance - *refers to USS*

www.pensionsage.com/pa/TPR-and-ICO-urged-to-align-unintentionally-conflicting-guidance.php

Ombudsman partly upholds Teachers' Pensions complaint

www.professionalpensions.com/news/4056346/ombudsman-partly-upholds-teachers-pensions-complaint

Government presses ahead with NHS scheme uplifts

www.pensions-expert.com/DB-Derisking/Government-presses-ahead-with-NHS-scheme-uplifts

Sector trade union media releases and coverage

It was wrong to postpone the TUC – don't demobilise the movement. – *UCU Left*

<https://uculeft.org/it-was-wrong-to-postpone-the-tuc-dont-demobilise-the-movement/>

Unprecedented 10 days of strike action to hit English (*FE*) colleges over low pay

www.ucu.org.uk/article/12499/Unprecedented-10-days-of-strike-action-to-hit-English-colleges-over-low-pay

UNISON recommends council workers accept pay deal as it launches consultative ballot - *UNISON Scotland*

<https://unison-scotland.org/unison-recommends-council-workers-accept-pay-deal-as-it-launches-consultative-ballot/>

Inflation: Current levels continue to threaten living standards of millions

www.unitetheunion.org/news-events/news/2022/september/inflation-current-levels-continue-to-threaten-living-standards-of-millions/

Construction workers thrown into pay limbo over Queen's funeral bank holiday

www.unitetheunion.org/news-events/news/2022/september/construction-workers-thrown-into-pay-limbo-over-queen-s-funeral-bank-holiday/

Scrapping bankers' bonus cap a grave insult to workers

www.unitetheunion.org/news-events/news/2022/september/scrapping-bankers-bonus-cap-a-grave-insult-to-workers/

Amazon workers begin first ever UK strike ballot

www.gmb.org.uk/news/amazon-workers-begin-first-ever-uk-strike-ballot

Union in dispute with some of its own staff over pay and home working - *Usdaw and GMB are involved*

www.theguardian.com/politics/2022/sep/13/union-in-dispute-with-some-of-its-own-staff-over-pay-and-home-working

Other sector HR

Early career researchers can help fix peer review delays

www.timeshighereducation.com/blog/early-career-researchers-can-help-fix-peer-review-delays

Let's keep teaching and research together

www.timeshighereducation.com/blog/lets-keep-teaching-and-research-together

Researchers are wounded in academia's gender wars

www.timeshighereducation.com/depth/researchers-are-wounded-academias-gender-wars

HE finances, funding and students

Fears for UK research budget as Truss focuses on energy

www.timeshighereducation.com/news/fears-uk-research-budget-truss-focuses-energy

Admissions 'sea change' leaves thousands without university place

www.timeshighereducation.com/news/admissions-sea-change-leaves-thousands-without-university-place

'Devastated' UK students forced to live in neighbouring cities in university accommodation crisis

www.theguardian.com/education/2022/sep/10/devastated-uk-students-forced-to-live-in-neighbouring-cities-in-university-accommodation-crisis

Now stay-at-home students turn to OU

www.dailymail.co.uk/news/article-11200805/Students-flocking-Open-University-study-home.html

The Budget and the 'new government'

Mini budget for tax cuts and energy plan set for next week

www.professionalpensions.com/news/4056461/mini-budget-tax-cuts-energy-plan-set

Dear PM, here's a must-do list... *(views from the HE sector)*

www.timeshighereducation.com/opinion/dear-pm-heres-must-do-list

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

UK inflation falls to 9.9% after drop in petrol prices

www.theguardian.com/business/2022/sep/14/uk-inflation-falls-amid-cost-of-living-crisis

UK inflation: Milk, cheese and eggs push food price rises to 14-year high

www.bbc.co.uk/news/uk-62891168

Pound hits new 37-year low as retail sales slide

www.bbc.com/news/business-62923994

UK pay growth lags behind inflation as cost of living crisis bites

www.theguardian.com/business/2022/sep/13/uk-real-pay-inflation-cost-of-living-crisis-unemployment

Britain's lowest-paid workers say finances have never been worse

www.theguardian.com/business/2022/sep/16/lowest-paid-workers-britain-finances-living-wage-foundation-poll

Fall in real wages one of highest in the OECD

www.thetimes.co.uk/article/33788b42-3058-11ed-96fb-e8279a2aa443

Cost of living help is not a (pension) scheme's responsibility

www.professionalpensions.com/news/4056344/cost-living-help-schemes-responsibility

Mixed reaction to temporary pauses on (pension) contributions

www.professionalpensions.com/news/4056418/mixed-reaction-temporary-pauses-contributions

US inflation remains high despite lower petrol prices

www.bbc.co.uk/news/business-62884288

US mortgage rates hit 14-year high as inflation soars

www.bbc.com/news/business-62918085

Sainsbury's raises staff pay again as part of £25m support package

www.theguardian.com/business/2022/sep/13/sainsburys-raises-staff-pay-living-costs-support-package

John Lewis suffers first half loss of £99m and warns of risk to staff bonuses

www.theguardian.com/business/2022/sep/15/john-lewis-suffers-first-half-loss-of-99m-as-inflation-hits-trade

September Labour Market Statistics: Comment from the Institute for Employment Studies

www.employment-studies.co.uk/news/september-labour-market-statistics-comment-institute-employment-studies-0

Jump in long-term illness removing millions from the workforce

www.thetimes.co.uk/article/6e96ea58-339a-11ed-838f-27529d647dcb

Life begins at 40 — but then work stress peaks at 45

www.thetimes.co.uk/article/9cc267de-3388-11ed-a08f-af84e8072b22

Financial giant Goldman Sachs set for hundreds of layoffs

www.bbc.co.uk/news/business-62885047

Clarence House staff told jobs are at risk

www.bbc.co.uk/news/uk-62897488

UK – ‘National strikes’ and pay claims

NHS is ‘over the precipice’, warns nurses’ leader as strike vote looms

www.theguardian.com/society/2022/sep/11/nhs-is-over-the-precipice-warns-nurses-leader-as-strike-vote-looms

(Scottish) Secondary school teachers reject 5% pay offer and back strike action

www.bbc.co.uk/news/uk-scotland-62906284

French air traffic control strike affects thousands of passengers

www.bbc.com/news/business-62924064

Amazon workers in Coventry 'making history' with strike ballot

www.bbc.co.uk/news/uk-england-coventry-warwickshire-62914104

Port of Felixstowe: Further strike action planned

www.bbc.co.uk/news/uk-england-suffolk-62886600

Covid and new ways of working

Students overwhelmingly reject online-only learning

<https://universitybusiness.co.uk/students/students-overwhelmingly-reject-online-only-learning/>

UK Covid infections lowest since last October

www.bbc.co.uk/news/health-62876420

Flexi-staff conflict provides challenge

www.thetimes.co.uk/article/793d9594-31cc-11ed-a08f-af84e8072b22

Warning that post-lockdown jobs boom is ending

www.bbc.co.uk/news/business-62877700

Sector News

UK university rankings revealed: The Times league table

www.thetimes.co.uk/article/0dd5f31a-f78f-11ea-b012-d049e46a41a9

Free speech

Theory that university makes people liberal ‘spurious’ – study

www.timeshighereducation.com/news/theory-university-makes-people-liberal-spurious-study

Immigration, EU, Horizon and Brexit

Postgraduate battles cancer and university to stay in UK

www.timeshighereducation.com/news/postgraduate-battles-cancer-and-university-stay-uk

Record number of migrants with tech skills apply for UK visas

www.thetimes.co.uk/article/b055617e-2f47-11ed-9b12-7a2e56f7aeb6

Schools and FE

England’s FE colleges face ‘unprecedented’ wave of strikes

www.theguardian.com/education/2022/sep/12/englands-fe-colleges-face-unprecedented-wave-of-strikes

Apprenticeship levy

Clamour for apprenticeships puts dent in numbers heading to university

www.thetimes.co.uk/article/a63761f6-3122-11ed-8aac-a88bcab0d5ab

Communications and data

Google faces €25bn legal action in UK and the EU

www.bbc.co.uk/news/technology-62891769

US school app accounts hacked to send explicit image

www.bbc.co.uk/news/technology-62914010

#MeToo

Will we improve evidence gathering on sexual violence?

<https://wonkhe.com/wonk-corner/are-uuk-right-to-deny-requests-for-evidence-gathering-on-sexual-violence/>

How to move from reactive to proactive in handling sexual misconduct

<https://wonkhe.com/blogs/how-to-move-from-reactive-to-proactive-in-handling-sexual-misconduct/>

Other UK pay, pensions and HR

'Edinburgh's (*council*) staff will get extra day off due to state funeral

www.thetimes.co.uk/article/64031c7a-33ad-11ed-a08f-af84e8072b22

UK retirement security sees decline for fifth year in a row - UK ranks 19th out of 44 countries for retirement confidence

www.professionalpensions.com/news/4056215/uk-retirement-security-decline-fifth-row

LGA calls for mandatory national insurance data in dashboards

www.pensions-expert.com/DB-Derisking/LGA-calls-for-mandatory-national-insurance-data-in-dashboards

Gender pensions gap: Where are we now?

www.pensions-expert.com/Special-Features/CPD/Gender-pensions-gap-Where-are-we-now

International HE and HR related

Norwegian universities fear EU exclusion under technology rules

www.timeshighereducation.com/news/norwegian-universities-fear-eu-exclusion-under-technology-rules

Pregnant French MPs demand maternity leave

www.thetimes.co.uk/article/c0c3aa42-3506-11ed-838f-27529d647dcb

Canada pushed for commitment on tackling student visa delays

www.timeshighereducation.com/news/canada-pushed-commitment-tackling-student-visa-delays

(US) Female academics' career opportunities 'reduced after #MeToo'

www.timeshighereducation.com/news/female-academics-career-opportunities-reduced-after-metoo

Gender pay gap hits (US) university faculty

<https://universitybusiness.com/gender-pay-gap-hits-university-faculty/>

Michigan State president resisting trustees' bid to oust him

www.timeshighereducation.com/news/michigan-state-president-resisting-trustees-bid-oust-him

Colombia University 'cheated to boost Ivy League ranking'

www.thetimes.co.uk/article/ba8518d4-3392-11ed-a08f-af84e8072b22

Calling bakery racist for chasing a thief costs university in Ohio \$37m

www.thetimes.co.uk/article/5aeb126a-305f-11ed-96fb-e8279a2aa443

Mass firings, wage cuts and open hostility: workers are burnt out but still unionizing

www.theguardian.com/us-news/2022/sep/13/unions-starbucks-trader-joes-chipotle-petco

First US rail strike in 30 years averted with tentative deal - Biden

www.bbc.co.uk/news/world-us-canada-62908922

Overseas students struggle to get documents to return to China

www.timeshighereducation.com/news/overseas-students-struggle-get-documents-return-china

Personnel Today and Management Today

Queen Elizabeth II national mourning: Five HR issues

www.personneltoday.com/hr/national-mourning-hr-issues/

Illness and fewer part-time jobs see drop in over 50s in work

www.personneltoday.com/hr/fall-in-over-50s-in-work-2022/

Labour market 'losing momentum' as unemployment hits record low

www.personneltoday.com/hr/ons-job-statistics-september-2022-unemployment-record-low/

Employees are giving an inch, CEOs are taking a mile

www.managementtoday.co.uk/employees-giving-inch-ceos-taking-mile/opinion/article/1798558

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The ongoing Covid-19 pandemic means that UCEA staff are mainly working remotely. UCEA is working hard to help the sector and our members navigate staffing issues in particular so apologies if it takes slightly longer to respond to enquiries. Please use our website as it is our vital platform to serve members' needs, including links to sources of information and advice on coronavirus.

Universities and Colleges Employers Association

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From: Andy Fryer <andyfryer@ucea.ac.uk>
Sent: 18 August 2023 16:52
To: Enquiries (UCEA)
Cc: Andy Fryer; Marc Whittaker
Subject: UCEA Headlines 18.08.23

CAUTION: This email originated from outside the University of Dundee. Do not click links or open attachments unless you recognise the sender's email address and know the content is safe.

Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA comment on the outcome of UCU's HEC

<https://www.ucea.ac.uk/news-releases/14aug23/>

UCEA comment on the letter from the Minister for Skills, Apprenticeships and HE

<https://www.ucea.ac.uk/news-releases/13aug23/>

UCEA responded to the Minister for Skills, Apprenticeships and HE on 16 August. For the exchange of letters see:

<https://www.ucea.ac.uk/our-work/collective-pay-negotiations-landing/2023-24-new-jnches-pay-round/>

UCU's

UCU demands employers bring an end to disruption as A-level and BTEC results are published

<https://www.ucu.org.uk/article/13144/UCU-demands-employers-bring-an-end-to-disruption-as-A-level-and-BTEC-results-are-published>

More strike action to hit universities as employers refuse to negotiate

<https://www.ucu.org.uk/article/13141/More-strike-action-to-hit-universities-as-employers-refuse-to-negotiate>

Strike action, MAB consultation and rebalot

<https://www.ucu.org.uk/article/13142/Strike-action-MAB-consultation-and-reballot>

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

Coverage related to UCU's HEC announcement

UK universities face more strikes unless employers resume talks, union warns

<https://www.theguardian.com/education/2023/aug/14/uk-universities-face-more-strikes-unless-employers-resume-talks-union-warns>

UCU plans fresh strikes for start of new academic year

<https://www.timeshighereducation.com/news/ucu-plans-fresh-strikes-start-new-academic-year>

PA news - Universities to be hit with more strikes before end of September, says union

<https://www.gazetteherald.co.uk/news/national/23722719.universities-hit-strikes-end-september-says-union/>

More university strike days planned for September

<https://www.bbc.co.uk/news/education-66504806>

Pay row: More strikes and fresh industrial action ballot planned

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-8-pay-row-more-strikes-and-fresh-industrial-action-ballot-planned/>

Lecturers vote for new strikes as pay dispute enters second academic year

<https://morningstaronline.co.uk/article/b/lecturers-vote-for-new-strikes-as-pay-dispute-enters-second-academic-year>

UCEA mentioned

Students face returning to more lecturers' strikes

<https://www.thetimes.co.uk/article/d8ce2d72-3ae8-11ee-81cd-1bf34cc855cb>

Coverage related to the letter from the Minister

Minister Halfon writes to UCU and UCEA on Higher Education strikes – *includes both letters*

<https://www.fenews.co.uk/education/minister-halfon-writes-to-ucu-and-ucea-on-higher-education-strikes/>

University marking boycott: Robert Halfon calls for talks to end dispute

<https://www.bbc.co.uk/news/uk-66492514>

University marking boycott: government urges both sides to negotiate

<https://www.theguardian.com/education/2023/aug/13/university-marking-boycott-government-urges-both-sides-to-negotiate>

UK universities and unions urged to negotiate as strikes hit students

<https://www.ft.com/content/e77bb2c8-8d9b-48f8-8573-5e47e7009118>

End 'unacceptable' degree marking boycott, Halfon urges – *also includes quotes from Professor Adam Tickell, Vice-Chancellor of the University of Birmingham and UCEA Board from Today (below)*

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-8-end-unacceptable-degree-marking-boycott-halfon-urges/>

Today 14 August 2023 – *Jo Grady and Professor Adam Tickell, Vice-Chancellor of the University of Birmingham and UCEA Board member discussing the MAB*

<https://www.bbc.co.uk/sounds/play/m001pmbg> - from 2:38

UCEA quoted/mentioned

Newsnight 16 August - Universities under pressure

<https://www.bbc.co.uk/iplayer/episode/m001pp9g/newsnight-16082023>

End 'unacceptable' marking boycott, minister tells lecturers

<https://www.telegraph.co.uk/news/2023/08/13/end-unacceptable-marking-boycott-robert-halfon-lecturers/>

Parents protest as lecturer strikes deny children their degrees

<https://www.thetimes.co.uk/article/eb658190-3c75-11ee-81cd-1bf34cc855cb>

PA news - University employers and union should discuss end to marking boycott – minister

<https://www.standard.co.uk/business/business-news/university-employers-and-union-should-discuss-end-to-marking-boycott-minister-b1100385.html>

DAVID BLUNKETT: Striking academics, record dropout rates and good luck finding somewhere to live... our university crisis fills me with despair

<https://www.dailymail.co.uk/debate/article-12406733/DAVID-BLUNKETT-university-crisis-fills-despair.html>

Other UCU

UCU Left - HEC report 14 August 23 – Two steps forward, one step back

<https://uculeft.org/hec-report-2-steps-forward-1-step-back/>

UCU sanctions further UK strikes only to maintain control of its members

<https://www.wsws.org/en/articles/2023/08/15/owbu-a15.html>

Workers at universities back rebalot for strikes – *insider information on the HEC*

<https://socialistworker.co.uk/news/workers-at-universities-back-reballot-for-strikes/>

Lessons from our higher education disputes in 2022/23

<https://ucuccommons.org/2023/08/15/lessons-from-our-higher-education-disputes-in-2022-23/>

Why we don't want an immediate rebalot: a view from the grassroots at the University of Edinburgh

<https://ucuccommons.org/2023/08/11/why-we-dont-want-an-immediate-reballot-a-view-from-the-grassroots-at-the-university-of-edinburgh/>

UCU Scotland urged to clarify support for David Miller

<https://www.heraldscotland.com/news/23717885.ucu-scotland-urged-clarify-support-david-miller/>

Other JNCHES 'related' coverage inc MAB

Families' fury over £30,000 fees for no degree – *letters to the THE*

<https://www.thetimes.co.uk/article/27c8e1f8-377c-11ee-b26c-71fc5438c507>

Sector pensions

Average total LGPS contribution rate falls

<https://www.lgcplus.com/finance/average-total-lgps-contribution-rate-falls-14-08-2023/>

Other sector HR and related

Professional staff call for holiday equality with academics

<https://www.timeshighereducation.com/news/professional-staff-call-holiday-equality-academics>

Researchers targeted in culture wars offered more protection

<https://www.timeshighereducation.com/news/researchers-targeted-culture-wars-offered-more-protection>

University provides safe haven for scholars fleeing Hong Kong

<https://www.timeshighereducation.com/news/university-provides-safe-haven-scholars-fleeing-hong-kong>

Birmingham university support staff to strike on A-level results day

<https://www.expressandstar.com/news/education/2023/08/14/birmingham-university-support-staff-to-strike-on-a-level-results-day/>

UHI workers to be balloted on strike action

<https://www.obantimes.co.uk/2023/08/15/uhi-workers-to-be-balloted-on-strike-action/>

Other sector TU media releases and related

Take the UNISON equalities survey

<https://www.unison.org.uk/news/2023/08/take-the-unison-equalities-survey/>

TUC calls on government to “do the right thing” and grant special bank

<https://www.tuc.org.uk/news/tuc-calls-government-do-right-thing-and-grant-special-bank-holiday-if-lionesses-win-world-cup>

TUC – UK economy is “far from out of the woods”

<https://www.tuc.org.uk/news/tuc-uk-economy-far-out-woods>

Number of BME workers in insecure work has “boomed” over past decade, TUC warns

<https://www.tuc.org.uk/news/number-bme-workers-insecure-work-has-boomed-over-past-decade-tuc-warns>

HE funding and related

Universities are doomed unless we raise fees

<https://www.thetimes.co.uk/article/e753f08a-3c4a-11ee-81cd-1bf34cc855cb>

Scottish Higher, A Level results and the start of term includes:

A-level results in England show biggest drop on record

<https://www.theguardian.com/education/2023/aug/17/a-level-results-in-england-show-biggest-drop-on-record>

Thousands miss top grades as A-level results plummet

<https://www.theguardian.com/education/2023/aug/17/a-level-results-in-england-show-biggest-drop-on-record>

60,000 scramble for degree places

<https://www.dailymail.co.uk/news/article-12418691/Record-plunge-level-grades-leaves-60-000-teenagers-scrambling-university-places-73-000-fewer-s-awarded-compared-year-got-grades-wanted-celebrate.html>

Top A-levels fall, with steepest drop in England

<https://www.bbc.co.uk/news/education-66473620>

University finance: What support is available in Wales?

<https://www.bbc.co.uk/news/uk-wales-66509862>

Going straight to university isn't the only way to get on – *blog by Gillian Keegan, Secretary of State for Education*

<https://www.thetimes.co.uk/article/59426da0-393c-11ee-b26c-71fc5438c507>

Tougher A-level grades 'vital' as unprepared students quit university

<https://www.thetimes.co.uk/article/69e8a356-393a-11ee-be2e-0cc7309dc5b8>

Students to start term in hotels or bunk beds

<https://www.thetimes.co.uk/article/student-university-accommodation-halls-oversubscribed-2023-c5dbmkrv7>

Other HE finances, funding and students

Edinburgh is UK's most expensive place to study — and Glasgow is close

<https://www.thetimes.co.uk/article/78f0d3ee-3d10-11ee-b7c0-8b22dcb64950?shareToken=7a83660da605af62584ca6b182d5959b>

NHS workforce

Landmark NHS recruitment plan in danger from applicant shortfall

<https://www.theguardian.com/society/2023/aug/13/landmark-nhs-recruitment-plan-in-danger-from-applicant-shortfall>

Overseas students, immigration, Horizon and Brexit

UK should embrace foreign students or lose them to rival countries, warns Ucas chief

<https://www.theguardian.com/education/2023/aug/14/uk-should-embrace-foreign-students-or-lose-them-to-rival-countries-warns-ucas-chief>

Reform of migration figures 'chance to ease political pressure'

<https://www.timeshighereducation.com/news/reform-migration-figures-chance-ease-political-pressure>

Mexican and Malaysian under-30s to fill vacancies in pubs and farms

<https://www.thetimes.co.uk/article/fb845dd8-394d-11ee-b26c-71fc5438c507>

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

Birthrate in England and Wales drops to lowest level in two decades

<https://www.theguardian.com/world/2023/aug/17/birthrate-in-england-and-wales-drops-to-lowest-level-in-two-decades>

HE specific

Cost of living: A-level students worry about affording uni

<https://www.bbc.co.uk/news/uk-wales-66500658>

Inflation and cost of living pressures

UK inflation falls sharply to 6.8% as cost of living pressures ease

<https://www.theguardian.com/business/2023/aug/16/uk-inflation-falls-sharply-as-cost-of-living-pressure-ease>

Inflation slows to 6.8% but flights and hotels keep prices high

<https://www.bbc.co.uk/news/business-66509365>

Lower energy prices behind UK inflation slowing

<https://www.bbc.co.uk/news/business-66509365>

Food price inflation in UK falls for fifth month in a row

<https://www.theguardian.com/business/2023/aug/15/food-price-inflation-in-uk-falls-for-fifth-month-in-a-row>

Price of milk and sunflower oil starting to fall

<https://www.bbc.co.uk/news/business-66503016>

Welfare cuts loom after forecast for inflation to climb again

<https://www.thetimes.co.uk/article/32a735c4-392b-11ee-b26c-71fc5438c507>

Sharp rise in cost of food basics forces UK families 'to make desperate choices'

<https://www.theguardian.com/business/2023/aug/14/sharp-rise-in-cost-of-food-basics-forces-uk-families-to-make-desperate-choices>

Rail fares in England to rise below inflation again in 2024

<https://www.bbc.co.uk/news/business-66514022>

Pay and tax

UK wages grow at record rate

<https://www.bbc.co.uk/news/business-66501937>

Bank of England under pressure to raise rates after record jump in basic pay

<https://www.theguardian.com/business/2023/aug/15/bank-of-england-under-pressure-to-raise-interest-rates-after-record-jump-in-basic-pay>

Pay: Firms fight back with counteroffers to keep staff

<https://www.bbc.co.uk/news/business-66496216>

UK employers increasingly resort to bidding wars to retain staff, says survey

<https://www.ft.com/content/0acb67fd6-e92d-4417-83cb-465afc6bccc5>

EY warns UK staff over pay as it trims jobs

<https://www.ft.com/content/4cb67fd6-e92d-4417-83cb-465afc6bccc5>

Pay and pensions equalities

Ethnic minority workers in insecure jobs up 132% since 2011

<https://www.bbc.co.uk/news/uk-66428851>

Housing

UK rents rise at highest rates since 2016

<https://www.bbc.co.uk/news/business-66521015>

Generation rent cuts back on clubbing to afford rising bills

<https://www.telegraph.co.uk/money/consumer-affairs/generation-rent-cuts-back-on-clubbing-afford-rising-bills/>

Housing Benefit freeze leaves renters '£200 short' every month

<https://www.bbc.co.uk/news/uk-england-wiltshire-66524739>

Frome declares housing crisis as rents soar out of reach

<https://www.bbc.co.uk/news/uk-england-somerset-66463563>

Other economic

Funding of public services in England skewed against poor areas, says IFS

<https://www.theguardian.com/society/2023/aug/15/funding-of-public-services-in-england-skewed-against-poor-areas-ifs-levelling-up>

Somerset council forced to close parks, allotments and tennis courts after insurance blunder

<https://www.theguardian.com/politics/2023/aug/15/somerset-council-forced-to-close-parks-allotments-and-tennis-courts-after-insurance-blunder>

New ways of working

'Never again': is Britain finally ready to return to the office?

<https://www.theguardian.com/business/2023/aug/12/never-again-is-britain-finally-ready-to-return-to-the-office>

Staff spend under two days a week in the office

<https://www.thetimes.co.uk/article/94337d1e-3a13-11ee-b7c0-8b22dcb64950>

'I hope to keep going as long as possible': the older people returning to work

<https://www.theguardian.com/society/2023/aug/16/the-older-people-returning-to-work>

UK – other 'National strikes'

Working days lost to strikes at highest level since the 1980s

<https://www.thetimes.co.uk/article/773ff974-3a1a-11ee-81cd-1bf34cc855cb>

Nearly 4m fewer UK working days in past year due to strike action, study says

<https://www.theguardian.com/uk-news/2023/aug/14/uk-working-days-industrial-action-strikes-resolution-foundation>

Train strikes: RMT union announces new weekend walk-outs

<https://www.bbc.co.uk/news/business-66479059>

Junior doctors in Scotland accept new pay offer

<https://www.bbc.co.uk/news/uk-scotland-66524465>

School staff to strike in 10 Scottish council areas

<https://www.bbc.co.uk/news/uk-scotland-66532163>

Now specialist NHS doctors could strike

<https://www.thetimes.co.uk/article/23354ec8-3d31-11ee-b7c0-8b22dcb64950?shareToken=79a8a856beeb87f1733b39b255bb736c>

Schools and FE

Scotland - New teachers are quitting profession over fears of no work - union

<https://www.bbc.co.uk/news/uk-scotland-66491354>

NI Education: FE lecturers to receive payment amid dispute

<https://www.bbc.co.uk/news/uk-northern-ireland-66503577>

Other Health and Safety and wellbeing including Covid

Covid vaccines should be available to buy privately in UK, scientists say

<https://www.theguardian.com/world/2023/aug/17/covid-vaccines-should-be-available-privately-uk-scientists-say>

Long-term sickness hits record high with 2.6 million off work

<https://www.thetimes.co.uk/article/250b54e6-3b87-11ee-b7c0-8b22dcb64950>

Charities and experts call for overhaul of UK's 'broken' sick pay system

<https://www.theguardian.com/society/2023/aug/15/charities-experts-call-overhaul-broken-uk-sick-pay-system>

UK media

Daily Mail in talks with investors over bid for Telegraph

<https://www.thetimes.co.uk/article/f1ebbf2-395f-11ee-be2e-0cc7309dc5b8>

Communications and data

Norfolk and Suffolk police: Victims and witnesses hit by data breach

<https://www.bbc.co.uk/news/uk-66510136>

Other UK pay, pensions and HR related

Scotland has highest rate of zero-hours contracts in UK

<https://www.thetimes.co.uk/article/c2457006-3c4b-11ee-81cd-1bf34cc855cb>

Single savers need £250,000 more than couples for comfortable retirement

<https://www.professionalpensions.com/news/4122197/single-savers-gbp250-couples-comfortable-retirement>

Pensions blunder at NCP leaves staff out of pocket

<https://www.thetimes.co.uk/article/91099d00-3930-11ee-84ce-9790036f7cf4>

Falling inflation may benefit state pensioners in the short term

<https://www.pensions-expert.com/Investment/Falling-inflation-may-benefit-state-pensioners-in-the-short-term>

International HE and HR related

Why Labor Shortages on Campus-Building Staffs Are Reaching 'Crisis Situations'

https://www.chronicle.com/article/why-labor-shortages-in-campus-building-staff-are-reaching-crisis-situations?utm_source=lterable&utm_medium=email&utm_campaign=campaign_7518619_nl_Academe-Today_date_20230818&cid=at

Dublin schools face huge teacher shortage ahead of new year

<https://www.thetimes.co.uk/article/b48032f4-3957-11ee-b26c-71fc5438c507>

(French) Lecturer sacked for being too old must get job back, says court

<https://www.thetimes.co.uk/article/7c468034-3b7b-11ee-81cd-1bf34cc855cb>

Redrawing of French student support would be 'huge change'

<https://www.timeshighereducation.com/news/redrawing-french-student-support-would-be-huge-change>

What does the rise of the new right mean for Nordic universities?

<https://www.timeshighereducation.com/depth/what-does-rise-new-right-mean-nordic-universities>

Employment of EU's new graduates hits decade high

<https://www.researchprofessionalnews.com/rr-news-europe-universities-2023-8-employment-of-eu-s-new-graduates-hits-decade-high/>

Higher Ed's hybrid workplace looks as if it's here to stay — with some misgivings

<https://www.chronicle.com/article/higher-eds-hybrid-workplace-looks-like-its-here-to-stay-with-some-misgivings>

Fury as Harvard University encourages students to apply for food stamps from the government despite \$53BILLION endowment

<https://www.dailymail.co.uk/news/article-12406973/Harvard-University-food-stamps-endowment.html>

Why is West Virginia University making sweeping cuts?

<https://www.chronicle.com/article/why-is-west-virginia-u-making-sweeping-cuts>

10 best universities in US as per this global ranking - Hindustan Times

<https://www.hindustantimes.com/education/top-ten-best-universities-in-the-us-in-2023-harvard-mit-stanford-columbia-caltech-yale-ucla-john-hopkins-101691998859541.html>

Hollywood strike loses sparkle as it turns into a soap opera

<https://www.thetimes.co.uk/article/05e5c70e-3943-11ee-b26c-71fc5438c507>

Personnel Today and Management Today

ONS: Record 7.8% regular pay growth eroded by inflation

<https://www.personneltoday.com/hr/ons-labour-market-figures-august-2023/>

How to avoid fads in HR

<https://www.personneltoday.com/hr/hr-fads-rob-briner/>

Wages yet to catch up with falling inflation

<https://www.personneltoday.com/hr/inflation-and-pay-july-2023/>

Flexible working legislation: what will the new rules change?

<https://www.personneltoday.com/hr/flexible-working-changes/>

Care worker told 'you have no friends' was constructively dismissed

<https://www.personneltoday.com/hr/care-worker-constructive-dismissal-case/>

Wages grow ahead of predictions, while unemployment is up - ONS data

<https://www.managementtoday.co.uk/wages-grow-ahead-predictions-unemployment-ons-data/indepth/article/1833447>

Should we stop talking about generational differences in the workplace?

<https://www.managementtoday.co.uk/stop-talking-generational-differences-workplace/culture/article/1832425>

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Andy Fryer

Head of Communications and Membership

UCEA

www.ucea.ac.uk

From: [UCEA Updates and Briefings](#)
To: [Andy Fryer](#)
Cc: [Alison McGrand](#); [Andy Fryer](#); [Elaine Schegar](#); [Emelda Nicholroy](#); [George Starling](#); [Graeme Drury](#); [\[REDACTED\]](#); [Lisa Cunningham](#); [Lucy Thompson](#); [Marc Whittaker](#); [Matt Lloyd](#); [Nicola Carter](#); [Raj Jethwa](#); [Rebecca Gregg](#); [Richard Paul](#); [Roshan Israni](#); [Sharron Powley](#); [Simon Sumner](#); [Victoria Gillespie](#)
Subject: UCEA blog - Agreement needs to start with a shared perspective on finances
Date: 20 June 2023 14:19:30

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20 June 2023

To: Heads of Institution, HR Directors, Finance Directors, COOs, Communications Directors

UCEA's latest blog, [Agreement needs to start with a shared perspective on finances](#), is by our Chief Executive, Raj Jethwa.

Raj explains why misunderstandings relating to the sector's finances exacerbate the potential tragedy of some students' futures being put at risk by degree classifications delays because of UCU's ongoing actions. He explains how his experience in previous sectors involved industrial relations focusing on finance modelling agreements needed to underpin changes to pay and contracts. Raj points out that the absence of an agreed perspective of affordability is a shortcoming of the HE bargaining process and calls for an independently facilitated shared perspective on HE sector finances. UCEA calls on trade unions to arrive at a shared perspective on sector finances.

Raj's blog was also launched as a [Wonkhe blog](#).


This is the latest blog by UCEA members and officers in the [blog section of our website](#). Please email a.fryer@ucea.ac.uk if you are interested in contributing or have suggestions for contributors.

Kind regards,

Andy

Andy Fryer
Head of Communications and Membership
UCEA

a.fryer@ucea.ac.uk
www.ucea.ac.uk

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From: [UCEA Updates and Briefings](#)
To: [Andy Fryer](#)
Cc: [Alison McGrand](#); [Andy Fryer](#); [Elaine Schegar](#); [Emelda Nicholroy](#); [George Starling](#); [Graeme Drury](#); [REDACTED]; [Lisa Cunningham](#); [Lucy Thompson](#); [Marc Whittaker](#); [Matt Lloyd](#); [Nicola Carter](#); [Raj Jethwa](#); [Rebecca Gregg](#); [Richard Paul](#); [Roshan Israni](#); [Sharron Powley](#); [Simon Sumner](#); [Victoria Gillespie](#)
Subject: UCEA blog - Facing facts when it comes to industrial relations
Date: 23 May 2023 11:55:55

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23 May 2023

To: Heads of Institution, HR Directors, Finance Directors, COOs, Communications Directors

UCEA's new blog, [Facing facts when it comes to industrial relations](#), is by Jerry Cope, UCEA's Deputy Chair of Board and member of the New JNCHES negotiation committee.

Jerry's blog explains how in his 30+ years of negotiations, discussions, calculations and considerations with many trade unions and on pay review bodies there has always been one vital ingredient for any chance of progress or settlement – facts. Facts that need to be gathered, understood and agreed by all parties who may disagree on policy but are at least working from a common base.

Please contact me if you are interested in contributing a UCEA blog, writing on behalf of your institution or otherwise.

Kind regards,

Andy

Andy Fryer
Head of Communications and Membership

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20 Tavistock Square
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www.ucea.ac.uk

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From: [UCEA Updates and Briefings](#)
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Cc: [Alison McGrand](#); [Andy Fryer](#); [Emelda Nicholroy](#); [George Starling](#); [Graeme Drury](#); [Lisa Cunningham](#); [L \[REDACTED\]](#); [Marc Whittaker](#); [Matt Lloyd](#); [Nicola Carter](#); [Raj Jethwa](#); [Rebecca Gregg](#); [Richard Paul](#); [Roshan Israni](#); [Sharron Powley](#); [Simon Sumner](#); [Victoria Gillespie](#); [Elaine Schegar](#)
Subject: UCEA blog - Focussing on the employee experience in a sector that traditionally hasn't
Date: 10 January 2023 12:04:29

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10 January 2023

To: Heads of Institution, HR Directors, Finance Directors, COOs, Communications Directors and all recipients of UCEA's Employee experience Updates

UCEA's new year blog, [Focussing on the employee experience in a sector that traditionally hasn't](#), is by Kate Faxen, Head of Employee Experience at UCL.

This is another valued contribution, emphasising the importance for our sector to embrace an approach to enhancing the employee experience and reminding readers of the rich resources available. These include the 10 case studies as part of UCEA's '[Employee experience in HE](#)' guide, from across the sector and beyond.

Kate's blog sets out to answer her key questions, including the overall burning question: will it be only a matter of time before almost all universities have a team dedicated to understanding and enhancing the employee experience?

Please contact me if you are interested in contributing your first (or second!) blog, writing on behalf of institutions or otherwise.

Kind regards,


Andy

Andy Fryer
Head of Communications and Membership

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From: [UCEA Updates and Briefings](#)
To: [Andy Fryer](#)
Cc: [UCEA All Staff](#)
Subject: UCEA blog - UCEA's triennial Membership Survey
Date: 19 April 2023 16:14:00

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19 April 2023

To: Heads of Institution, HR Directors and all UCEA membership colleagues

UCEA's latest blog, '[It's time for another survey – but please don't be dissatisfied!](#)' is by me, introducing UCEA's imminent triennial Membership Survey.

This important external survey seeks to gauge our members' satisfaction with the range and quality of the services we provide, to gather views on how well we deliver our aims and objectives and comment on how we might develop and improve our services and support. While Heads of Institution and HR Directors are asked to participate in the survey, we hope that many membership colleagues across our 173 member organisations will be able to help provide additional feedback. All feedback is carefully considered and will be invaluable when planning and prioritising our future work, including contributing to our next Strategic Plan.

This is the latest blog by UCEA members and officers in the [blog section of our website](#). Please contact me if you are interested in contributing or have suggestions for contributors.

Kind regards,

Andy

Andy Fryer

Head of Communications and Membership

UCEA

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right to access and disclose all messages sent over its e-mail system.

From: [Marc Whittaker](#)
To: [UCEA All Staff](#)
Subject: UCEA Headlines 04.08.23
Date: 04 August 2023 17:23:18

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

Ucea offers deal over marking boycott pay deductions

<https://www.timeshighereducation.com/news/ucea-offers-deal-over-marking-boycott-pay-deductions>

Marking boycott leaves international students in limbo

<https://www.universityworldnews.com/post.php?story=20230804104657950>

UCEA quoted

'Record' number of UK universities put pay rises on hold

<https://www.timeshighereducation.com/news/record-number-uk-universities-put-pay-rises-hold>

Some UK universities fear 10% of students will graduate late

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-some-uk-universities-fear-10-of-students-will-graduate-late/>

UCU

UCEA talks break down

<https://www.ucu.org.uk/article/13126/UCEA-talks-break-down>

No end to graduation disruption as university employers block resolution

<https://www.ucu.org.uk/article/13130/No-end-to-graduation-disruption-as-university-employers-block-resolution>

UCU - The Friday email: 28 July 2023

<https://www.ucu.org.uk/article/13113/The-Friday-email-28-July-2023>

UCU Left - No retreat into a service union

<https://uculeft.org/no-retreat-into-a-service-union/>

UCU commons - HEC and the Summer Ballot

<https://ucuccommons.org/2023/08/03/hec-and-the-summer-ballot/>

UNISON

Autumn term strikes set to go ahead at 13 universities

<https://www.unison.org.uk/news/2023/08/autumn-term-strikes-set-to-go-ahead-at-13-universities/>

Other JNCHES 'related' coverage inc MAB

'I can't graduate because of the marking boycott'

<https://www.bbc.co.uk/news/uk-england-bristol-66335426>

Bristol UCU and UNISON cancel the Graduation Ceremonies set of demonstrations

<https://epigram.org.uk/2023/07/30/bristol-ucu/>

Sector pensions

UK's biggest pension fund loses £16bn in LDI debacle

<https://www.thisismoney.co.uk/money/markets/article-12352085/UKs-biggest-pension-fund-loses-16bn-LDI-debacle.html>

LGPS staff voice workforce concerns

<https://www.localgov.co.uk/LGPS-staff-voice-workforce-concerns-/56633>

Other sector HR and related

Are staff with professional and industry expertise proper academics?

<https://wonkhe.com/blogs/are-staff-with-professional-and-industry-expertise-proper-academics/>

Embassy staff 'failed to notice' academic may have been tortured

<https://www.timeshighereducation.com/news/embassy-staff-failed-notice-academic-may-have-been-tortured>

HE funding and related

Top universities 'will turn away more UK students' as fees fail to match costs

<https://www.theguardian.com/education/2023/jul/29/top-universities-will-turn-away-more-uk-students-as-fees-fail-to-match-costs>

Negative political point-scoring demands a well-evidenced response - *blog by Vivienne Stern, UUK's CEO*

<https://www.timeshighereducation.com/blog/negative-political-point-scoring-demands-well-evidenced-response>

UK universities are not a problem to be smashed with a hammer

<https://www.timeshighereducation.com/blog/uk-universities-are-not-problem-be-smashed-hammer>

Government

Commit to spending 3.5 per cent of GDP on research, UK urged

<https://www.timeshighereducation.com/news/commit-spending-35-cent-gdp-research-uk-urged>

Student finance: How much does university cost and does it increase earnings?

<https://www.bbc.co.uk/news/education-62237170>

England

Halfon: 'No way am I going to advocate increasing tuition fees'

<https://www.timeshighereducation.com/news/halfon-no-way-am-i-going-advocate-increasing-tuition-fees>

Minister rules out lifting cap on student tuition fees in England

<https://www.theguardian.com/education/2023/aug/02/minister-rules-out-lifting-cap-on-student-tuition-fees-in-england>

Minister rebuffs demand to raise university tuition fees

<https://www.thetimes.co.uk/article/8c58fcd2-3175-11ee-b862-55515d26d392>

Competition for leading UK universities 'could be tougher' this year

<https://www.theguardian.com/education/2023/jul/31/competition-for-leading-uk-universities-could-be-tougher-this-year>

Scotland

Scotland able to spend more on public services after deal with UK Treasury

<https://www.theguardian.com/uk-news/2023/aug/02/scotland-able-to-spend-more-on-public-services-after-deal-with-uk-treasury>

Wales

Welsh universities launch arts and humanities partnership

<https://www.researchprofessionalnews.com/rr-news-uk-charities-and-societies-2023-7-welsh->

[universities-launch-arts-and-humanities-partnership/](#)

Other HE finances, funding and students

How to get a refund of your university tuition fees

<https://www.dazeddigital.com/life-culture/article/60479/1/how-to-get-a-refund-from-your-university-covid-strikes>

Graduates not claiming back student loan overpayments

<https://www.timeshighereducation.com/news/graduates-not-claiming-back-student-loan-overpayments>

Welcome to the alien nation

<https://wonkhe.com/blogs/welcome-to-the-alien-nation/>

First-generation university goers have higher average starting salary – survey

<https://www.independent.co.uk/news/uk/universities-uk-graduates-alevels-prime-minister-data-b2384638.html>

Graduates earn more if parents don't have degrees

<https://www.thetimes.co.uk/article/c12ad646-2f19-11ee-bcc5-f14a39d6bb75>

'I'm desperate': Single mother students forced to repay benefits paid in error

<https://www.theguardian.com/society/2023/jul/30/im-desperate-single-mother-students-forced-to-repay-benefits-paid-in-error>

Overseas students, immigration, Horizon and Brexit

The Times view on the Horizon programme: False Economy

<https://www.thetimes.co.uk/article/the-times-view-on-the-horizon-programme-false-economy-rtlkzf68g>

Other sector news

Advance HE - Race Equality Charter updated

<https://www.advance-he.ac.uk/news-and-views/race-equality-charter-updated>

HEPI: The early years

<https://www.hepi.ac.uk/2023/08/01/hepi-the-early-years/>

Higher education policymaking in the UK before HEPI

<https://www.hepi.ac.uk/2023/08/02/higher-education-policymaking-in-the-uk-before-hepi/>

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

In several cities this September, students have nowhere to live

<https://wonkhe.com/blogs/in-several-cities-this-september-students-have-nowhere-to-live/>

Inflation and cost of living pressures

Millions of UK households missing essential bill payments, finds Which?

<https://www.theguardian.com/business/2023/aug/02/millions-of-uk-households-missing-essential-bill-payments-finds-which>

Interest rates

UK interest rates to stay higher for longer, Bank of England says

<https://www.bbc.co.uk/news/business-66384289>

Pay and tax

Tax jumps on wine and spirits but falls on fizz

<https://www.bbc.co.uk/news/business-66361232>

British Airways workers to get 13% pay rise

<https://www.bbc.co.uk/news/business-66404999>

Jobs

Over-50s could deliver takeaways, says work and pensions secretary

<https://www.theguardian.com/society/2023/aug/03/over-50s-could-deliver-takeaways-says-work-and-pensions-secretary-mel-stride>

Mel Stride 'glorifying gig economy' by pushing delivery jobs for over-50s, says TUC

<https://www.theguardian.com/politics/2023/aug/03/mel-stride-glorifying-gig-economy-delivery-jobs-over-50s-tuc>

I quit retirement to become a delivery driver for Tesco – and I loved it

<https://www.telegraph.co.uk/news/2023/08/04/i-quit-retirement-to-become-delivery-driver/>

Wilko homeware chain on brink of collapse

<https://www.bbc.co.uk/news/business-66395824>

Housing

UK house prices fall at sharpest rate for 14 years, says Nationwide

<https://www.bbc.co.uk/news/business-66369695>

Affordable housing schemes: 'Invisible' renters earning £30k not eligible

<https://www.bbc.co.uk/news/uk-66255727>

Mayor's longstanding call for rent controls more urgent than ever as private rents in London forecast to surpass £2,700 per month next year

<https://www.london.gov.uk/mayors-longstanding-call-rent-controls-more-urgent-ever-private-rents-london-forecast-surpass-ps2700>

Other economic

Why has Britain become so poor?

<https://www.thetimes.co.uk/article/432184d8-2d5d-11ee-9834-48723b853b50>

Etsy sellers call for strike after money held

<https://www.bbc.co.uk/news/business-66362229>

UK – other 'National strikes'

Number of junior doctors striking falls by a third

<https://www.thetimes.co.uk/article/d4b3289c-2fc5-11ee-b862-55515d26d392>

NHS Wales: Doctors reject Welsh government 5% pay offer

<https://www.bbc.co.uk/news/uk-wales-66399552>

NEU - Pay offer consultation results

<https://neu.org.uk/latest/press-releases/pay-offer-consultation-results>

NEU teacher strikes end as members in England accept pay deal

<https://www.bbc.co.uk/news/education-66360677>

England school strikes called off as unions vote to accept pay deal

<https://www.theguardian.com/education/2023/jul/31/neu-teaching-union-accepts-pay-deal-england-school-strikes>

Teachers in England accept pay settlement, but the issues causing so many vacancies have not gone away

<https://theconversation.com/teachers-in-england-accept-pay-settlement-but-the-issues-causing-so-many-vacancies-have-not-gone-away-210820>

Apprenticeships

We must face up to the trade-offs needed to expand apprenticeships

<https://www.timeshighereducation.com/blog/we-must-face-trade-offs-needed-expand-apprenticeships>

Health and Safety and wellbeing, including Covid

More than one million people too fat to insure

<https://www.telegraph.co.uk/insurance/health/more-one-million-people-fat-insure/>

Nose-picking health workers more likely to get Covid, study shows

<https://www.bbc.co.uk/news/health-66394111>

#MeToo

Should universities ban staff-student relationships?

<https://www.timeshighereducation.com/depth/should-universities-ban-staff-student-relationships>

Communications and data

Hacking gang demands £450,000 ransom after cyber raid on Scottish university sees them make off with student and staff bank details

<https://www.dailymail.co.uk/news/article-12350787/Hacking-gang-demands-450-000-ransom-cyber-raid-Scottish-university-sees-make-student-staff-bank-details.html>

International HE and HR related

French divided over Hippocratic-style oath for PhD graduates

<https://www.timeshighereducation.com/news/french-divided-over-hippocratic-style-oath-phd-graduates>

Sicknote protest leaves French town without police

<https://www.thetimes.co.uk/article/5c0540a0-3147-11ee-b862-55515d26d392>

New Zealand - Staff fume as downsizing university plans offshore campus

<https://www.timeshighereducation.com/news/staff-fume-downsizing-university-plans-offshore-campus>

Australia - University of Newcastle staff vote yes on new enterprise agreement

<https://www.newcastle.edu.au/newsroom/current-staff/university-of-newcastle-staff-vote-yes-on-new-enterprise-agreement>

Australia - MPs demand 'task force' to oversee handling of campus assaults

<https://www.timeshighereducation.com/news/mps-demand-task-force-oversee-handling-campus-assaults>

Student loan debt is every American's economic problem

<https://www.timeshighereducation.com/opinion/student-loan-debt-every-americans-economic-problem>

US - Universities try to keep abusive researchers on major projects

<https://www.timeshighereducation.com/news/universities-try-keep-abusive-researchers-major-projects>

US - 'I won't cross the picket line': Political-Science Association members protest conference's continuation

<https://www.chronicle.com/article/i-wont-cross-the-picket-line-political-science-association-members-protest-conferences-continuation>

Star professor in research fraud case sues Harvard and accusers

<https://www.timeshighereducation.com/news/harvard-researcher-accused-data-fraud-files-25-million-suit>

Biden's proposed 5.2% federal pay raise is safe — for now

<https://www.federaltimes.com/management/pay-benefits/2023/08/02/bidens-proposed-52-federal-pay-raise-is-safe-for-now/>

Japan's plan to kickstart sciences seen as threat to humanities

<https://www.timeshighereducation.com/news/japans-plan-kickstart-sciences-seen-threat-humanities>

Pakistan's universities 'must engage students' to beat extremism

<https://www.timeshighereducation.com/news/pakistans-universities-must-engage-students-beat-extremism>

Personnel Today and Management Today

Top 10 HR questions July 2023: Strikes and agency workers

<https://www.personneltoday.com/hr/top-10-hr-questions-july-2023-strikes-and-agency-workers/>

Civil service pay 'broken beyond repair', say unions

<https://www.personneltoday.com/hr/civil-service-pay-broken-beyond-repair-say-unions/>

The benefits of leaving work at work

<https://www.managementtoday.co.uk/benefits-leaving-work-work/indepth/article/1830007>

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From: [Andy Fryer](#)
To: [Enquiries \(UCEA\)](#)
Cc: [Andy Fryer](#); [Marc Whittaker](#)
Subject: UCEA Headlines 07.07.23
Date: 07 July 2023 15:43:29

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA letter to UCU - 4 July 2023

<https://www.ucea.ac.uk/news-releases/4july23/>

UCEA willing to re-enter negotiations posted 5 July

<https://www.ucu.org.uk/article/13058/UCEA-willing-to-re-enter-negotiations>

UCEA in the news, includes:

Quotes from Professor George Boyne, Chair of UCEA and Raj Jethwa, UCEA CEO
Prospect of more local deals deepens fractures in UK pay dispute

<https://www.timeshighereducation.com/news/prospect-more-local-deals-deepens-fractures-uk-pay-dispute>

Sir Keir Starmer on UCU marking and assessment boycott, Today (2:21:00)

<https://www.bbc.co.uk/sounds/play/m001ng8b>

Unions hit back at Starmer's marking boycott concern, The World Tonight (0:08:00)

<https://www.bbc.co.uk/programmes/m001ngs8>

UCU vs Labour: leaders at loggerheads over industrial action

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-ucu-vs-labour-leaders-at-loggerheads-over-industrial-action/>

University marking boycott: 13,000 students 'unable to graduate' this year

<https://inews.co.uk/news/education/university-marking-boycott-students-graduate-ongoing-pay-dispute-2445374>

Students face worry of graduating without degrees

<https://www.channel4.com/news/students-face-worry-of-graduating-without-degrees>

5 Live Breakfast - Tuesday 4 July – 10 mins in, with UCEA's MAB numbers and quote

<https://www.bbc.co.uk/sounds/play/m001ng84>

Lecturers don't want a marking boycott, either. But we must fight those wrecking UK universities

<https://www.theguardian.com/commentisfree/2023/jul/03/lecturers-marking-boycott-uk-universities-pay-cuts-working-conditions-students>

Students face worry of graduating without degrees

<https://www.channel4.com/news/students-face-worry-of-graduating-without-degrees>

Marking boycott to cost overseas students £700 in visa fees

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-marking-boycott-to-cost-overseas-students-700-in-visa-fees/>

Lecturer strikes: Welsh graduations and degree marks delayed

<https://www.bbc.co.uk/news/uk-wales-66110491>

Other JNCHES 'related' coverage inc MAB

Fight is on to save the university struggle from union leaders

<https://socialistworker.co.uk/news/fight-is-on-to-save-the-university-struggle-from-union-leaders/>

Most voters back big pay rises for doctors, teachers and police – *but don't support HE strikes*

<https://www.thetimes.co.uk/article/880b0754-19a3-11ee-8434-240b5ab9f9b1>

Sector pensions and related

Steering USS through calmer waters – *blog by UCEA Board member and Chair of EPF Professor Adam Tickell*

<https://wonkhe.com/blogs/steering-uss-through-calmer-waters/>

Thames Water's turnaround plan backed by investor USS

<https://www.reuters.com/world/uk/thames-waters-turnaround-plan-backed-by-investor-uss-2023-06-30/>

Thames Water investor USS pension fund to be quizzed by watchdog over stake

<https://www.ft.com/content/3f475309-c2e5-4056-a029-dfc9c6cc8133>

Sector TU media releases and related

Update on employer negotiations and the marking and assessment boycott

<https://www.ucu.org.uk/article/13058/Update-on-employer-negotiations-and-the-marking-and-assessment-boycott>

UCU - The Friday email: 30 June 2023

<https://www.ucu.org.uk/article/13016/The-Friday-email-30-June-2023>

UCU Left - Don't suspend the MAB, keep up the pressure – where's our ballot?

<https://uculeft.org/dont-suspend-the-mab-keep-up-the-pressure-wheres-our-ballot%EF%BF%BC/>

Not marking time: keep the employers on the run

<https://www.counterfire.org/article/not-marking-time-keep-the-employers-on-the-run/>

HE funding and related

Ministers set to push on with student number controls in England

<https://www.timeshighereducation.com/news/ministers-set-push-student-number-controls-england>

Labour floats changes to student loans (and grants)

[Wonkhe link](#)

Other HE finances, funding and students

Universities agree guidelines for staff and students on use of AI

<https://www.theguardian.com/technology/2023/jul/04/uk-universities-draw-up-guiding-principles-on-generative-ai>

Scots education 'crisis' as student debt soars to record £7.6bn

https://www.heraldscotland.com/business_hq/23636199.scots-education-crisis-student-debt-soars-record-7-6bn/

Students split on how staff should interact with them online

<https://www.timeshighereducation.com/news/students-split-how-staff-should-interact-them-online>

Some universities are getting worse over info for students on costs

<https://wonkhe.com/blogs/parts-of-the-sector-are-getting-worse-over-warnings-to-students-about-the-costs-of-study/>

NHS workforce

Revealed: record 170,000 staff leave NHS in England as stress and workload take toll

<https://www.theguardian.com/society/2023/jul/01/revealed-record-170000-staff-leave-nhs-in-england-as-stress-and-workload-take-toll>

Foreign students, immigration, Horizon and Brexit

Vivienne Stern, Chief Executive of UUK, interviewed on Horizon Europe (1:14:10)

<https://www.bbc.co.uk/sounds/play/m001ngbh>

UK and EU edge towards deal for Britain to rejoin Horizon programme

<https://www.ft.com/content/2a697f3a-c692-4bfd-afa3-1e75f5abafe1>

Migration is fuelled by too many degrees, say New Conservatives

<https://www.thetimes.co.uk/article/ae0ab604-19e2-11ee-8434-240b5ab9f9b1>

UK Horizon association 'dither' risks 'more lost science funding'

<https://www.timeshighereducation.com/news/uk-horizon-association-dither-risks-more-lost-science-funding>

Tory MPs pile more pressure on Rishi Sunak over migration

<https://www.thetimes.co.uk/article/tory-mps-pile-more-pressure-on-rishi-sunak-over-migration-6bvm3l2xs>

The UK and Spain sign an agreement on education cooperation (*inc HE*)

<https://www.gov.uk/government/news/the-uk-and-spain-sign-an-agreement-on-education-cooperation>

Other sector news

Universities will be at the heart of the NHS workforce plan's success

<https://wonkhe.com/blogs/universities-will-be-at-the-heart-of-the-nhs-workforce-plans-success/>

In-person teaching campus plan 'meets demand' as OU model creaks

<https://www.timeshighereducation.com/news/person-teaching-campus-plan-meets-demand-ou-model-creaks>

UHI college merger approved by Scottish government

<https://www.bbc.co.uk/news/uk-scotland-highlands-islands-66096678>

Universities must protect minority students

<https://www.standard.co.uk/news/politics/justin-welby-universities-canterbury-archbishop-university-of-sussex-b1092806.html>

Is a university degree still worth it?

<https://www.telegraph.co.uk/education-and-careers/2023/07/06/is-university-worth-it-uk-tuition-fees/>

Woke universities are using 'insidious censorship' and a 'culture of intimidation' to stifle free speech, education minister warns

<https://www.mailonsunday.co.uk/news/article-12268387/Woke-universities-using-insidious-censorship-stifle-free-speech-education-minister-warns.html>

Nearly 400 uni students investigated for using ChatGPT to plagiarise assignments

<https://metro.co.uk/2023/07/05/nearly-400-caught-using-chatgpt-to-plagiarise-uni-assignments-19075163/>

Universities nervous as Labour 'accepts' tuition fees in England

<https://www.timeshighereducation.com/news/universities-nervous-labour-accepts-ts>

Inflation and cost of living pressures

Almost 13 million adults now struggling to pay bills, debt charity warns

<https://www.theguardian.com/business/2023/jul/02/almost-13-million-adults-now-struggling-to-pay-bills-debt-charity-warns>

M&S offers money off children's clothes in exchange for used school uniforms

<https://www.theguardian.com/business/2023/jul/03/m-and-s-money-off-childrens-clothes-for-used-school-uniform-shwop>

Energy boss says prices might rise this winter

<https://www.bbc.co.uk/news/business-66061853>

Pay and tax

Inflation drives real-terms pay cut for postgraduates in England

<https://www.timeshighereducation.com/news/inflation-drives-real-terms-pay-cut-postgraduates-england>

Living 'wages'

Museums in Scotland required to pay Living Wage to apply for public funding

<https://www.museumsassociation.org/museums-journal/news/2023/07/museums-in-scotland-required-to-pay-living-wage-to-apply-for-public-funding/#>

Jobs

Companies refuse to hire 'unreliable' young workers

<https://www.bbc.co.uk/news/uk-england-shropshire-66066246>

Housing

House prices fall at fastest rate in 12 years, says Halifax

<https://www.bbc.co.uk/news/business-66130798>

Mortgage rates: Average five-year fix rises above 6%

<https://www.bbc.co.uk/news/business-66088718>

Thousands of rental adverts say no to children or pets

<https://www.bbc.co.uk/news/business-66030048>

Other economic

Councils in England hit by 'unsustainable' £450m bill for free bus passes

<https://www.theguardian.com/money/2023/jul/01/councils-in-england-hit-by-unsustainable-450m-bill-for-free-bus-passes>

Art Fund chief: Scotland's museums are being starved of money

<https://www.thetimes.co.uk/article/1d062e1a-184b-11ee-a7a8-f52d03fc56d4>

New ways of working

As HSBC quits and hybrid working stays, is this the end for Canary Wharf?

<https://www.theguardian.com/artanddesign/2023/jul/01/hsbc-quits-canary-wharf-hybrid-working-london-docklands>

UK – other 'National strikes'

Strike action could hit summer holiday flights in Europe

<https://www.bbc.co.uk/news/business-66124424>

Teachers strike: National Education Union walks out in England for second day this week

<https://www.bbc.co.uk/news/uk-66130783>

Union leaders call on Education Secretary to stop delaying pay review body recommendations

<https://www.nasuwf.org.uk/article-listing/union-leaders-stop-delaying-pay-recommendations.html>

'United front' of teachers could launch biggest strikes in a decade in England

<https://www.theguardian.com/education/2023/jul/05/united-front-teachers-could-biggest-strikes-decade-england>

Doctors win pay pledge if they call off strikes

<https://www.thetimes.co.uk/article/d09497a0-1918-11ee-8198-bf96b6365670>

Consultants threaten to join junior doctors in NHS Scotland strike action

<https://www.thetimes.co.uk/article/58a8bbae-19d1-11ee-8198-bf96b6365670>

Radiographers in England to strike over pay

<https://www.bbc.co.uk/news/health-66067596>

'Desperate and angry' headteachers in England ready to join strikes in autumn

<https://www.theguardian.com/education/2023/jul/02/desperate-and-angry-uk-headteachers-ready-to-join-strikes-in-autumn>

Aslef plans further week of rail overtime ban at start of summer break

<https://www.theguardian.com/business/2023/jul/03/aslef-plans-further-week-of-rail-overtime-ban-at-start-of-summer-break>

Mental health in HE

New report shows that one-in-three university applicants miss lessons due to mental

health

<https://www.hepi.ac.uk/2023/07/07/new-report-shows-that-one-in-three-university-applicants-miss-lessons-due-to-mental-health-but-show-more-resilience/>

Other Health and Safety and wellbeing including Covid

Act Now on Asbestos: pupils and teachers being killed years after exposure

<https://www.thetimes.co.uk/article/6f6aba5e-1779-11ee-87bf-4c05f9202e96>

#Metoo

MPs call for compulsory student training to stop sexual violence

<https://www.timeshighereducation.com/news/mps-call-compulsory-student-training-stop-sexual-violence>

The Commons' Women and Equalities Committee report on attitudes towards women and girls in educational settings

<https://wonkhe.com/blogs/the-commons-women-and-equalities-committee-report-on-attitudes-towards-women-and-girls-in-educational-settings/>

Westminster: House of Commons culture still 'predatory', say staff

<https://www.bbc.co.uk/news/uk-politics-66097839>

Communications and data

Confusion at Twitter continues over Elon Musk's tweet limits

<https://www.bbc.co.uk/news/technology-66087172>

Instagram's Threads app to launch 6 July amid mass backlash against Elon Musk's Twitter

<https://www.theguardian.com/technology/2023/jul/04/threads-app-instagram-twitter-competitor-meta-to-launch-rival>

London free newspaper City AM puts itself up for sale

<https://www.theguardian.com/media/2023/jul/03/london-free-newspaper-city-am-puts-itself-up-for-sale>

Ofcom to investigate GB News and TalkTV over impartiality rules

<https://www.theguardian.com/media/2023/jul/03/ofcom-to-investigate-gb-news-and-talktv-over-impartiality-rules>

Other UK pay, pensions and HR related

DWP launches mid-life MOT website

<https://www.professionalpensions.com/news/4119487/dwp-launches-mid-life-mot-website>

International HE and HR related

Pay rise for PhDs in Ireland, but failure to tackle other issues sees strike action threatened

<https://www.chemistryworld.com/news/pay-rise-for-phds-in-ireland-but-failure-to-tackle-other-issues-sees-strike-action-threatened/4017661.artic>

Celebrity, secrets and lies: Ireland watches as scandal engulfs RTÉ – *pay issues*

<https://www.theguardian.com/world/2023/jul/01/celebrity-secrets-lies-ireland-scandal-engulfs-rte>

More Australian branch campuses proposed for Indonesia

<https://www.timeshighereducation.com/news/more-australian-branch-campuses-proposed-indonesia>

Adelaide university merger faces rocky regulatory road

<https://www.timeshighereducation.com/news/adelaide-university-merger-faces-rocky-regulatory-road>

Disney owes female workers more than \$150m in wages, pay gap suit alleges

<https://www.theguardian.com/us-news/2023/jun/30/disney-female-employees-wage-disparity-lawsuit>

Hong Kong considers raising cap on non-local students

<https://www.timeshighereducation.com/news/hong-kong-considers-raising-cap-non-local-students>

Delhi University teachers demand urgent action to address salary and pension crises

<https://www.indiatoday.in/amp/education-today/news/story/delhi-university-teachers-demand-urgent-action-to-address-salary-and-pension-crises-2401707-2023-07-04>

Personnel Today and Management Today

Will 2023 be the year the CV is binned?

<https://www.managementtoday.co.uk/will-2023-year-cv-binned/leadership-learning/article/1809685>

The blame game: 'benevolent sexism' can hinder women's career development

<https://www.managementtoday.co.uk/blame-game-benevolent-sexism-hinder-womens-career-development/leadership-lessons/article/1828464>

Who is on strike and when?

<https://www.personneltoday.com/hr/who-is-on-strike-and-when/>

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Andy Fryer

Head of Communications and Membership

UCEA

www.ucea.ac.uk

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Head of Communications and Membership

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From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [UCEA All Staff](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 30 January 2023
Date: 17 January 2023 11:15:27

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Dear colleague,

Please [click here](#) to access **Issue 30** of the UCEA Pensions bi-monthly newsletter via Microsoft Sway.

You will need a Microsoft account to view the newsletter. For those that are unable to access the online version a PDF copy can be access via the [UCEA website](#).

Issue 30 looks at the key issues that will impact on pensions in 2023, provides updates on PPF and PDP consultations and includes the latest developments in HE pensions.

The next edition will be published in March 2023.

[Previous editions](#) are available by logging into the Members' resources area of the UCEA website.

If you would like other colleagues to receive this newsletter directly please do let us know by return of email.

Kind regards,

Richard

Richard Paul
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From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [UCEA All Staff](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 31 March 2023 - Important correction
Date: 09 March 2023 10:28:10
Attachments: [UCEA Pensions Newsletter - Issue 31 March 2023.pdf](#)

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Dear colleague,

We have been alerted to an error in the table contained in the March pensions newsletter setting out the TPS (E&W) member contribution salary tiers for 2023-24.

Please note that the correct figure is £92,967.99 & 92,698.00 (see below). An updated version of the newsletter with these corrections is attached to this email.

£67,980.00 to £92,697.99	11.3%
£92,698.00 and above	11.7%

In addition, please see [here](#) an LGPS (Scotland) circular which contains information on the salary tiers for member contributions in 2023-24.

Kind regards,

Richard

Richard Paul
UCEA Senior Pensions Technical Advisor
Woburn House
20 Tavistock Square
London WC1H 9HU

Tel: 0207 383 2444
Email: r.paul@ucea.ac.uk
www.ucea.ac.uk

Universities and Colleges Employers Association
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Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>
Sent: Monday, March 6, 2023 12:02 PM
To: Richard Paul <R.Paul@ucea.ac.uk>
Cc: UCEA All Staff <UCEAAllStaff@ucea.ac.uk>
Subject: UCEA Pensions bi-monthly newsletter Issue 31 March 2023

Dear colleague,

Please find attached **Issue 31** of the UCEA Pensions newsletter.

You can also access a version of the letter via [Microsoft Sway](#) You will need a Microsoft account to view the newsletter.

Issue 31 includes updates on the pension tax relief system and the annual uplift to public service pensions in payments, active member career average benefits and salary thresholds for public service scheme members contributions.

The next edition will be published in May 2023.

[Previous editions](#) are available by logging into the Members' resources area of the UCEA website.

If you would like other colleagues to receive this newsletter directly please do let us know by return of email.

Kind regards,

Richard

Richard Paul
UCEA Senior Pensions Technical Advisor
Woburn House
20 Tavistock Square
London WC1H 9HU

Tel: 0207 383 2444

Email: r.paul@ucea.ac.uk

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From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [UCEA All Staff](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 31 March 2023
Date: 06 March 2023 12:02:37
Attachments: [UCEA Pensions Newsletter - Issue 31 March 2023.pdf](#)

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Dear colleague,

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From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [UCEA All Staff](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 32 May 2023
Date: 03 May 2023 09:55:58
Attachments: [UCEA Pensions Newsletter - Issue 32 May 2023.pdf](#)

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Dear colleague,

Please find attached **Issue 32** of the UCEA Pensions newsletter.

You can also access a version of the newsletter without requiring a log-in via [Microsoft Sway](#).

Issue 32 includes updates on French pension reforms and the UK State Pension Age, Royal Mail's CDC scheme, updates from the Pensions Regulator, news about the unfunded pension scheme valuations and the latest HE scheme developments.

The next edition will be published in July 2023.

[Previous editions](#) are available by logging into the Members' resources area of the UCEA website.

If you would like other colleagues to receive this newsletter directly please do let us know by return of email.

Kind regards,

Richard

Richard Paul
UCEA Senior Pensions Technical Advisor
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From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [Alison McGrand](#); [Andy Fryer](#); [Elaine Schegar](#); [Emelda Nicholroy](#); [George Starling](#); [Graeme Drury](#); [Lisa Cunningham](#); [Lucy Thompson](#); [Marc Whittaker](#); [Matt Lloyd](#); [Nicola Carter](#); [Raj Jethwa](#); [Rebecca Gregg](#); [Roshan Israni](#); [Sharron Powley](#); [Simon Sumner](#); [Victoria Gillespie](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 33 July 2023
Date: 13 July 2023 12:21:43
Attachments: [UCEA Pensions Newsletter Issue 33 July 2023.pdf](#)

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Dear colleague,

Please find attached **Issue 33** of the UCEA Pensions newsletter.

You can also access a version of the newsletter without requiring a log-in via [Microsoft Sway](#).

Issue 33 considers the potential impact of AI on pensions, looks at the latest Gender Pensions Gap research and how the GPG might be addressed and provides updates from the main HE sector pension schemes. We also remind HEIs that haven't already done so to sign up to join our HE Pension Managers Group.

The next edition will be published in September 2023.

[Previous editions](#) are available by logging into the Members' resources area of the UCEA website.

If you would like other colleagues to receive this newsletter directly please do let us know by return of email.

Kind regards,

Richard

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UCEA Senior Pensions Technical Advisor
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From: Marc Whittaker <marcwhittaker@ucea.ac.uk>
Sent: 23 September 2022 17:05
To: UCEA All Staff
Subject: UCEA Headlines 23.09.22

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Dear colleague,

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

Have a good weekend

Andy and Marc

This year's UCEA communications conference **HE Cyclical Crises: disputes & disruptions with reflections & preparations** will take place at Woburn House on **Tuesday 1 November**. Watch out for an invite to book next week!

UCEA in the news

The following include quotes from Raj Jethwa, UCEA Chief Exec

University staff across three Scottish institutions have gone on strike in a dispute over pay

<https://news.stv.tv/scotland/scottish-university-staff-stage-two-day-strike-in-dispute-over-pay-due-to-cost-of-living-crisis>

Unison members out on strike as new term gets under way

www.timeshighereducation.com/news/unison-members-out-strike-new-term-gets-under-way

Staff at three Scottish universities join strike

www.bbc.co.uk/news/uk-scotland-62967516

UNISON's releases

University staff to strike over pay as new term begins

www.unison.org.uk/news/2022/09/university-staff-to-strike-over-pay-as-new-term-begins/

Scotland's university support staff strike for justice

<https://unison-scotland.org/scotlands-university-support-staff-strike-for-justice/>

Other sector trade union media releases and coverage

UCU - The Friday email: 16 September 2022

www.ucu.org.uk/article/12506/The-Friday-email-16-September-2022

Unprecedented 'cost-of-living' strike hits dozens of colleges

www.ucu.org.uk/article/12514/Unprecedented-cost-of-living-strike-hits-dozens-of-colleges

We're not being paid the price for working tirelessly through pandemic

<https://news.stv.tv/politics/in-higher-education-were-not-being-paid-the-price-for-working-tirelessly-through-covid-pandemic>

Government is making rich richer while leaving struggling families in despair

www.unison.org.uk/news/2022/09/government-is-making-rich-richer-while-leaving-struggling-families-in-despair/

Solving NHS and care crisis must involve proper workforce plan, says UNISON

www.unison.org.uk/news/2022/09/solving-nhs-and-care-crisis-must-involve-proper-workforce-plan-says-unison/

The Budget and the 'new government'

Role of universities overlooked in UK's new 'growth plan'

www.timeshighereducation.com/news/role-universities-overlooked-uks-new-growth-plan

Income tax to be cut by 1p from April
www.bbc.co.uk/news/business-63007219

Mini-budget: Tax gap between Scotland and England set to widen
www.bbc.co.uk/news/uk-scotland-scotland-politics-63007899

National Insurance rise to be reversed in November
www.bbc.co.uk/news/business-62998661

Mini Budget 22: Government to 'scrap' Solvency II to boost investment
www.professionalpensions.com/news/4056810/mini-budget-22-government-'scrap-solvency-ii-boost-investment

Don't lose sight of the future – a challenge for the new PM
www.hepi.ac.uk/2022/09/20/dont-lose-sight-of-the-future-a-challenge-for-the-new-pm%ef%bf%bc/

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

UK in recession, says Bank of England as it raises interest rates to 2.25%
www.theguardian.com/business/2022/sep/22/bank-of-england-interest-rate-rise-latest

UK may already be in recession - Bank of England
www.bbc.co.uk/news/business-62991376

Business energy bills to be capped under government plan
www.bbc.co.uk/news/business-62969427

Majority of low earners cannot afford auto-enrolment contributions
www.pensions-expert.com/DC-Auto-enrolment/Majority-of-low-earners-cannot-afford-auto-enrolment-contributions

Debt concerns as UK public sector workers turn to buy now, pay later
www.theguardian.com/business/2022/sep/19/debt-public-sector-workers-buy-now-pay-later-loans

Cost-of-living crisis: CBI boss urges Nicola Sturgeon to work better with business leaders
www.scotsman.com/news/politics/cost-of-living-crisis-cbi-boss-urges-nicola-sturgeon-to-work-better-with-business-leaders-3849912

The Living Wage

Real living wage to rise by record 10.1% to £10.90 an hour outside London
www.theguardian.com/society/2022/sep/22/real-living-wage-to-rise-by-record-101-to-1090-an-hour-outside-london

Other sector HR

OfS unable to give annual BAME recruitment data
www.researchprofessional.com/0/rr/news/uk/universities/2022/9/OfS-unable-to-give-annual-BAME-recruitment-data.html

Championing the Role of Technicians
<https://www.hepi.ac.uk/2022/09/21/championing-the-role-of-technicians/>

Sector pensions

Hymans Robertson to launch LGPS knowledge assessment
www.professionalpensions.com/news/4056663/hymans-robertson-launch-lgps-knowledge-assessment

LGPS Central saves Midlands local government schemes £42.8m
www.pensionsage.com/pa/LGPS-Central-saves-Midlands-local-government-schemes-42-8m.php

Govt to fix NHS inflation link and mandate pensions recycling
www.pensions-expert.com/DB-Derisking/Govt-to-fix-NHS-inflation-link-and-mandate-pensions-recycling

HE finances, funding and students

Don't overlook students in cost of living crisis, say university leaders
www.universitiesuk.ac.uk/what-we-do/creating-voice-our-members/media-releases/dont-overlook-students-cost-living

Students risk being 'forgotten' in cost-of-living crisis – v-cs
www.timeshighereducation.com/news/students-risk-being-forgotten-cost-living-crisis-v-cs

Cost of living support for university students

<https://media.service.gov.wales/news/cost-of-living-support-for-university-students>

Andrea Jenkyns on student cost of living

<https://wonkhe.com/wonk-corner/andrea-jenkyns-on-student-cost-of-living/>

Cost of living: Students struggling with impact of soaring prices

www.bbc.co.uk/news/business-62972580

Students need urgent help with costs, say top universities

www.theguardian.com/business/2022/sep/21/uk-universities-call-for-maintenance-loan-uplift-amid-students-financial-woes

Funding crunch cuts top universities' places despite firm demand

www.ft.com/content/46840025-02b2-4c95-b1fb-47420c42727d

Should you pay your child's university fees up front?

www.ft.com/content/58cf2d08-3885-4788-bb2d-59a57af3f82e

Universities must stop cheating students, and it starts with investing in them

www.theguardian.com/commentisfree/2022/sep/21/universities-must-stop-cheating-students-and-it-starts-with-investing-in-them

Russell Group urges Government not to forget students in cost-of-living support

www.russellgroup.ac.uk/news/russell-group-urges-government-not-to-forget-students-in-cost-of-living-support/

Undergrads kicked off campus by student housing shortage

www.thetimes.co.uk/article/undergrads-kicked-off-campus-by-student-housing-shortage-hrz9wm0mv

Are we helping student nurses cope with cost of living?

<https://wonkhe.com/wonk-corner/are-we-helping-student-nurses-cope-with-cost-of-living/>

UK – 'National strikes' and pay claims

Rail strikes: New date set for 40,000 workers to walk out

www.bbc.co.uk/news/business-62999136

Royal Mail accused of 'Uberisation' as dispute with CWU escalates

www.theguardian.com/business/2022/sep/22/royal-mail-talks-with-union-break-down-as-more-strikes-planned-cwu

Royal Mail needs to modernise – but hardball is not way out of dispute

www.theguardian.com/business/2022/sep/22/royal-mail-modernise-hardball-dispute-postal-workers-acas

Royal Mail looks to take pay dispute to arbitration

www.thetimes.co.uk/article/b04ddc20-3afe-11ed-a8ae-d2d57cd0511a

Scotland's largest teachers' union backs strike

www.bbc.co.uk/news/uk-scotland-62928281

SQA workers accept revised pay offer

www.bbc.co.uk/news/uk-scotland-63010856

Arriva London bus drivers to take continuous strike action

www.bbc.co.uk/news/uk-england-london-62979925

Covid and new ways of working

King's College London: A quarter of employees would rather quit than be forced back to the office

www.kcl.ac.uk/news/employees-rather-quit-than-return-to-the-office

Bosses think workers do less from home, says Microsoft

www.bbc.co.uk/news/business-62980639

What is lost when academics teach to empty lecture halls?

www.timeshighereducation.com/news/what-lost-when-academics-teach-empty-lecture-halls

Firms in four-day week trial will make it permanent

www.bbc.co.uk/news/business-62966302

Four-day working week backed by 86% of trial companies
www.thetimes.co.uk/article/f57b4276-384a-11ed-a8ae-d2d57cd0511a

Two-thirds of trainee GPs in England plan to work part-time, study finds
www.theguardian.com/society/2022/sep/18/two-thirds-of-trainee-gps-in-england-plan-to-work-part-time-study-finds

Sector News

Leadership convergence between older and newer universities – and why we should stop talking about ‘post-92s’
www.hepi.ac.uk/2022/09/22/leadership-convergence-between-older-and-newer-universities-and-why-we-should-stop-talking-about-post-92s/

What we learned on your summer holidays
<https://wonkhe.com/blogs/what-we-learned-on-your-summer-holidays/>

Sunday Reading – Invest for the future
www.researchprofessional.com/0/rr/news/uk/views-of-the-uk/2022/9/Invest-for-the-future.html?utm_medium=email&utm_source=rpMailing&utm_campaign=eightAmPlaybook_2022-09-18

Universities under fire over degrees that don't 'pay'
www.pressreader.com/uk/the-sunday-telegraph/20220918/281784222947416

The Times and The Sunday Times Good University Guide 2023
www.thetimes.co.uk/article/good-university-guide-in-full-tp6dzs7wn

Is a degree still worth the cost?
www.thetimes.co.uk/article/is-a-university-degree-still-worth-the-cost-bh22vhv6g

Shift research towards industry collaboration, urges Aston v-c
www.timeshighereducation.com/news/shift-research-towards-industry-collaboration-urges-aston-v-c

Universities can help the UK flourish – but only with joined-up support
www.timeshighereducation.com/blog/universities-can-help-uk-flourish-only-joined-support

Peterborough university opens doors to first students
www.bbc.co.uk/news/uk-england-cambridgeshire-62921401

Cambridge University finds it gained ‘significant benefits’ from slave trade
www.theguardian.com/education/2022/sep/22/cambridge-university-finds-it-gained-significant-benefits-from-slave-trade

Free speech

In the campus gender wars, more education is required
<https://wonkhe.com/wonk-corner/in-the-campus-gender-wars-more-education-is-required/>

H&S and wellbeing

Friday feeling: well-being survey responses ‘differ on weekends’
www.timeshighereducation.com/news/friday-feeling-well-being-survey-responses-differ-weekends

Coming back from burnout: ‘every academic has a story to tell’
www.timeshighereducation.com/news/coming-back-burnout-every-academic-has-story-tell

Immigration, EU, Horizon and Brexit

Scholars in limbo as UK quits European University Institute
www.timeshighereducation.com/news/scholars-limbo-uk-quits-european-university-institute

Communications and data

Uber investigating hack on its computer systems
www.bbc.co.uk/news/technology-62925047

#Metoo

There’s more to do on sexual violence on campus
<https://wonkhe.com/blogs/theres-more-to-do-on-sexual-violence-on-campus/>

Other UK pay, pensions and HR

BMA's £250-an-hour overtime demands for NHS consultants
www.thetimes.co.uk/article/c1c528bc-391b-11ed-a8ae-d2d57cd0511a

TPR updates on funding and single code progress
www.professionalpensions.com/news/4056744/tpr-updates-funding-single-code-progress

Pinned to the wall, mooded at like a cow — my hell at Goldman Sachs
www.thetimes.co.uk/article/cc60ee04-3827-11ed-84dd-c16384999350

Santander inquiry over 'strip club visit'.
www.thetimes.co.uk/article/9ba76e9c-38cb-11ed-a8ae-d2d57cd0511a

Policeman sacked for claiming £29,000 in expenses
www.bbc.co.uk/news/uk-england-london-62916212

International HE and HR related

University of Galway defends new rate of pay for postgraduate researchers
<https://connachtribune.ie/university-of-galway-defends-new-rate-of-pay-for-postgraduate-researchers/>

Universities are the perfect fora for debating the Commonwealth's future
www.timeshighereducation.com/blog/universities-are-perfect-fora-debating-commonwealths-future

(New Zealand) Staff at 8 universities set to vote on strike for better pay
www.1news.co.nz/2022/09/22/staff-at-8-universities-set-to-vote-on-strike-for-better-pay/

New Zealand: Auckland University of Technology sacks over 230 staff
www.wsws.org/en/articles/2022/09/19/gxuq-s19.html

Australia: University of Newcastle staff to strike for 24 hours
www.wsws.org/en/articles/2022/09/20/ecwv-s20.html

Union launches landmark case against Monash University over casual pay
www.theage.com.au/national/victoria/union-launches-landmark-wage-theft-case-against-monash-university-over-casual-pay-20220916-p5biqp.html

US loan forgiveness raises pressure in Canada
www.timeshighereducation.com/news/us-loan-forgiveness-raises-pressure-canada

Why faculty of color are leaving academe - Too many find themselves disenfranchised, exhausted, and isolated
www.chronicle.com/article/why-faculty-of-color-are-leaving-academe

The mystery of short-term credentials - Colleges and lawmakers tout them as a speedway to good jobs. Where's the data to prove it?
www.chronicle.com/article/the-mystery-of-short-term-credentials

State workers union pressures University System of Maryland board for higher pay
<https://baltimorefishbowl.com/stories/state-workers-union-pressures-university-system-of-maryland-board-for-higher-pay/>

What is #BlackWomensEqualPayDay? And why is it today? What to know
www.usatoday.com/story/money/2022/09/21/black-womens-equal-pay-2022-why-it-lands-on-september-21-this-year/8075439001/

California's fast-food industry calls for referendum on new labor legislation
www.theguardian.com/us-news/2022/sep/18/california-labor-law-fast-food-industry-referendum

Personnel Today and Management Today

Unions take legal action over agency worker strike regulations
www.personneltoday.com/hr/legal-action-agency-worker-strike-regulations/

Cost of living crisis: Can we reduce hours for staff?
www.personneltoday.com/hr/reduce-hours-cost-of-living/

Starling Bank treated asthmatic employee unfairly
www.personneltoday.com/hr/starling-bank-tribunal-asthma-working-from-home/

Would businesses benefit from a shake up to labour rights?

www.managementtoday.co.uk/businesses-benefit-shake-labour-rights/food-for-thought/article/1799342

Employees are giving an inch, CEOs are taking a mile

www.managementtoday.co.uk/employees-giving-inch-ceos-taking-mile/opinion/article/1798558

Why this CEO will never return to the office

www.managementtoday.co.uk/why-ceo-will-return-office/article/1799357

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Marc D Whittaker

UCEA Communications and Events Manager

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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.

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From: Marc Whittaker <marcwhittaker@ucea.ac.uk>
Sent: 25 August 2023 16:18
To: UCEA All Staff
Subject: UCEA Headlines 25.08.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's media releases and infographics

UCEA's wait for a response from trade unions continues while remaining students bear the repercussions of the delay
<https://www.ucea.ac.uk/news-releases/23aug23/>

Our important **Examining the gender pay gap in Higher Education infographics** and the supporting briefing on HE gender pay gap infographics have been released. They can be found at <https://www.ucea.ac.uk/library/infographics/gender-pay/>. A key stat to note is that the gender pay gap in HE at 13.7% is lower than in the whole economy which is 14.9%.

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

Ucea: 'No response' to proposals for pay and finance talks

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-8-ucea-no-response-to-proposals-for-pay-and-finance-talks/>

Around 1,000 workers at five Scots universities set to strike over pay

<https://news.stv.tv/scotland/around-1000-workers-at-dundee-edinburgh-and-glasgow-universities-set-to-strike-over-pay>

Five Scottish universities to be hit by strike action

<https://www.heraldscotland.com/news/23741914.five-scottish-universities-hit-strike-action/>

Support staff to strike at five Scottish universities

<https://www.bbc.co.uk/news/uk-scotland-66594164>

PA News - Staff at five Scottish universities prepared to strike in dispute over pay – local outlets, the Independent and The Times

<https://www.independent.co.uk/news/uk/scottish-sharon-graham-dundee-edinburgh-napier-b2397984.html>

Strikes planned by 1,000 members of the Unite union at five Scottish universities

<https://www.scotsman.com/education/strikes-planned-by-1000-members-of-the-unite-union-at-five-scottish-universities-4265556>

Scottish university staff prepare to strike in dispute over pay

<https://www.thenational.scot/news/23742217.scottish-university-staff-prepare-strike-dispute-pay/>

UCEA mentioned

Resolving strikes requires 'rethink of collective bargaining'

<https://www.timeshighereducation.com/news/resolving-strikes-requires-rethink-collective-bargaining>

Freshers walking into 'ongoing nightmare' at Russell Group universities

<https://www.telegraph.co.uk/news/2023/08/21/undergraduates-russell-group-universities-lecturers-strike/>

Sector TU media releases and related

Unite - Scottish university workers support strike action in pay dispute

<https://www.unitetheunion.org/news-events/news/2023/august/scottish-university-workers-support-strike-action-in-pay-dispute/>

Unite announces autumn council strikes following “dismissive and patronising” employers’ letter

<https://www.unitetheunion.org/news-events/news/2023/august/unite-announces-autumn-council-strikes-following-dismissive-and-patronising-employers-letter/>

Scores of English (FE) colleges face strike ballot over low pay

<https://www.ucu.org.uk/article/13154/Scores-of-English-colleges-face-strike-ballot-over-low-pay>

Striking at the market in education

<https://www.counterfire.org/article/striking-at-the-market-in-education/>

Bin strike could hit Loughborough University freshers' week – union - *this is a strike by GMB members who empty the town's bins*

<https://www.bbc.co.uk/news/uk-england-leicestershire-66587305>

Median FTSE 100 CEO pay up by £500,000 last year – new analysis reveals

<https://www.tuc.org.uk/news/tuc-sharp-rise-ceo-pay-shows-britain-land-grotesque-extremes>

Other JNCHES ‘related’ coverage inc MAB

Navigating university strikes: A comprehensive guide for Edinburgh freshers

<https://thetab.com/uk/edinburgh/2023/08/22/navigating-university-strikes-a-comprehensive-guide-for-edinburgh-freshers-84407>

I’ve been docked pay for boycotting marking – but I teach for free!

<https://www.timeshighereducation.com/blog/ive-been-docked-pay-boycotting-marking-i-teach-free>

University docks pay from lecturer for strike while he was having heart surgery

<https://novaramedia.com/2023/08/18/university-docks-pay-from-lecturer-for-strike-while-he-was-having-heart-surgery/>

Why university staff are still on strike

<https://theface.com/society/why-university-staff-are-still-on-strike-marking-boycott-students-graduates-phd>

USS

Court case against USS dismissed

https://www.uss.co.uk/news-and-views/latest-news/2023/08/08172023_court-case-against-uss-dismissed

HE funding and related

England

Entry rate fall creates ‘strategic uncertainty’ in English sector

<https://www.timeshighereducation.com/news/entry-rate-fall-creates-strategic-uncertainty-english-sector>

Scotland

If we really want our universities to thrive, then Scots students must start paying tuition fees

<https://www.pressreader.com/uk/scottish-daily-mail/20230823/281861533055154>

University denies over-reliance on foreign students

<https://www.bbc.co.uk/news/uk-scotland-glasgow-west-66563591>

Scottish Higher, A Level results and the start of term

A-level results: Scramble for university places amid clearing record

<https://www.thetimes.co.uk/article/eafe2f26-3eab-11ee-87d9-ff29f95b54f7>

Other HE finances, funding and students

Why we turned down Oxbridge for Harvard

<https://www.thetimes.co.uk/article/6dc8136a-3eaa-11ee-bb14-4a4bb3eeebb7>

Overseas students, immigration, Horizon and Brexit

What are the limits to number of international students?

<https://wonkhe.com/blogs/what-are-the-limits-to-the-number-of-international-students-that-should-be-recruited/>

Scottish university student’s case sums up the hostile environment

<https://www.thenational.scot/politics/23738187.scottish-university-students-case-sums-hostile-environment/>

The delay to Horizon association is only adding to Scotland's Brexit pain

<https://www.timeshighereducation.com/blog/delay-horizon-association-only-adding-scotlands-brexit-pain>

UK facing 'brain drain' of cancer researchers after failure to join EU scheme

<https://www.theguardian.com/society/2023/aug/25/uk-facing-brain-drain-of-cancer-researchers-after-failure-to-join-eu-scheme>

Over one-quarter of the world's countries are headed by someone educated in the UK and another quarter are headed by someone educated in the US – HEPI'S 2023 SOFT-POWER INDEX

<https://www.hepi.ac.uk/2023/08/22/over-one-quarter-of-the-worlds-countries-are-headed-by-someone-educated-in-the-uk-and-another-quarter-are-headed-by-someone-educated-in-the-us-hepi-2023-soft-power-index/>

UK gains ground on US in educating world leaders

<https://www.timeshighereducation.com/news/uk-gains-ground-us-educating-world-leaders>

Foreign interest in UK jobs outstrips EU after post-Brexit immigration overhaul

<https://www.telegraph.co.uk/business/2023/08/22/foreign-interest-uk-jobs-outstrips-eu-brexit-immigration/>

Quarter of music industry workers have had no work in EU since Brexit

<https://www.theguardian.com/politics/2023/aug/22/music-industry-workers-no-work-in-eu-since-brexit>

Other sector news

University-educated leadership: curse or blessing?

<https://www.hepi.ac.uk/2023/08/22/university-eduniversity-educated-leadership-curse-or-blessing/>

Languages open window to the world

<https://www.thetimes.co.uk/article/d0f7303a-4029-11ee-bbc9-3b59a60ab59b>

Setting the Record Straight: the Case for a National Student Administration Management System – PART ONE

<https://www.hepi.ac.uk/2023/08/24/setting-the-record-straight-the-case-for-a-national-student-administration-management-system/>

Setting the Record Straight: the advantages and costs of a National Student Administration Management System – PART TWO

<https://www.hepi.ac.uk/2023/08/25/setting-the-record-straight-the-advantages-and-costs-of-a-national-student-administration-management-system/>

A national student record system

<https://wonkhe.com/wonk-corner/a-national-student-record-system/>

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

HE specific

Cost of living: 'Without a job, I'd have to turn down my uni place'

<https://www.bbc.co.uk/news/newsbeat-66593006>

Scottish university town sees rents rise by up to 100 per cent

<https://www.thenational.scot/news/23734423.scottish-university-town-sees-rents-rise-100-per-cent/>

Edinburgh ranked the most expensive city in UK for students as cost of living crisis bites

<https://www.edinburghnews.scotsman.com/news/people/edinburgh-ranked-the-most-expensive-city-in-uk-for-students-as-cost-of-living-crisis-bites-4260778>

How 60% of new students will have a part-time job

<https://www.thisismoney.co.uk/money/studentfinance/article-12423787/How-60-new-students-time-job-boost-income.html>

Inflation and cost of living pressures

Inflation is easing faster than thought

<https://www.thetimes.co.uk/article/23eb9b56-4056-11ee-8b31-3c9c533abb75>

Petrol price rise means average cost of filling up jumps £3 in month

<https://www.thetimes.co.uk/article/65e19690-3de1-11ee-a531-67c16c100280>

Rising numbers seek help for energy bill debts, warns Citizens Advice
<https://www.bbc.co.uk/news/business-66592714>

7.2 million households to pay more for winter energy despite price cap drop
<https://www.thetimes.co.uk/article/8b880a6a-41f5-11ee-8b31-3c9c533abb75>

Pay and tax

NHS consultant strike: How pay compares globally
<https://www.bbc.co.uk/news/health-66595839>

NHS consultants' strike: doctors taking action earn more than European peers
<https://www.thetimes.co.uk/article/3afb085e-424f-11ee-8b31-3c9c533abb75>

Big firm bosses' pay rose 16% as workers squeezed
<https://www.bbc.co.uk/news/business-66574218>

FTSE 100 chiefs' pay rises by average of £500,000
<https://www.thetimes.co.uk/article/925954e2-4043-11ee-bbc9-3b59a60ab59b>

Median FTSE 100 CEO pay up by £500,000 last year – new analysis reveals
<https://www.tuc.org.uk/news/tuc-sharp-rise-ceo-pay-shows-britain-land-grotesque-extremes>

PwC partners to be paid £906,000 this year
<https://www.theguardian.com/business/2023/aug/22/pwc-partners-to-be-paid-906000-this-year>

MPs' 'winding down' pay to double at next election
<https://www.bbc.co.uk/news/uk-politics-66612463>

Transparency over pay is sacrificed in job adverts
<https://www.thetimes.co.uk/article/933a46cc-3f72-11ee-bbc9-3b59a60ab59b>

Staff 'unable to make ends meet' amid city's pay row
<https://www.lgcplus.com/politics/workforce/staff-unable-to-make-ends-meet-amid-citys-pay-discrimination-row-23-08-2023/>

Pay and pensions equalities

UK's LGBTQ+ community 'more likely' to face real hardship in retirement
<https://www.theguardian.com/money/2023/aug/19/uks-lgbtq-community-more-likely-to-face-real-hardship-in-retirement>

Living 'wages'

Living Hours - Providing security of hours alongside a real Living Wage
<https://www.livingwage.org.uk/living-hours>

Jobs

UK retailers plan to cut jobs as spending slump deepens, says CBI
<https://www.theguardian.com/business/2023/aug/24/uk-retailers-cut-jobs-spending-cbi-retail>

Housing

Third of working tenants in England 'lack savings to pay rent if they lose job'
<https://www.theguardian.com/money/2023/aug/22/third-of-working-tenants-in-england-lack-savings-to-pay-rent-if-they-lose-job>

UK housebuilders' shares fall amid fastest drop in asking prices in five years
<https://www.theguardian.com/business/2023/aug/21/uk-housebuilders-shares-asking-prices-crest-nicholson>

Housing more affordable than a year ago, the Halifax says
<https://www.bbc.co.uk/news/business-66585755>

Other economic

Black hole in town hall budgets rises to £5bn
<https://www.bbc.co.uk/news/uk-66428191>

Ofcom urged to investigate Virgin Media broadband contracts

<https://www.theguardian.com/media/2023/aug/24/virgin-media-broadband-contract-ofcom-urged-investigate-consumer-group-which>

New ways of working

'The office is for socializing': how work from home has revolutionized work

<https://www.theguardian.com/business/2023/aug/22/work-from-home-revolution>

Edinburgh council staff's office exodus forces desk lease plan

<https://www.thetimes.co.uk/article/179dfb94-4116-11ee-8b31-3c9c533abb75>

UK – other 'National strikes'

NHS consultants in England to strike for further three days in October

<https://www.theguardian.com/society/2023/aug/24/nhs-consultants-in-england-to-strike-for-further-three-days-in-october>

Train strikes: Aslef drivers announce new date

<https://www.bbc.co.uk/news/business-66544391>

PCS Union members working for TPR to strike for two weeks

<https://www.professionalspensions.com/news/4122581/pcs-union-members-tp-r-strike-weeks>

KP workers in Rotherham paid peanuts says strike-threat union

<https://www.bbc.co.uk/news/uk-england-south-yorkshire-66606607>

Apprenticeships

Degree apprentices less satisfied than full-time uni students with their course

<https://feweek.co.uk/degree-apprentices-less-satisfied-than-full-time-uni-students-with-their-course/>

Multi-million-pound donation to fund apprentice wages in 'radical approach' to heritage skills

<https://feweek.co.uk/multi-million-pound-donation-to-fund-apprentice-wages-in-radical-approach-to-heritage-skills/>

Health and Safety and wellbeing including Covid

British students urged to get meningitis jab to avoid serious illness

<https://www.theguardian.com/society/2023/aug/23/british-students-urged-to-get-meningitis-jab-to-avoid-serious-illness>

Families sue government for failing to protect care homes from Covid

<https://www.bbc.co.uk/news/health-66582873>

Other UK pay, pensions and HR related

Pensions surpluses to be targeted

<https://www.thetimes.co.uk/article/pensions-surpluses-to-be-targeted-djgnd8qrp>

International HE and HR related

The European Union cannot afford an insular approach to research

<https://www.timeshighereducation.com/blog/european-union-cannot-afford-insular-approach-research>

Disneyland Paris sacks man in waffles and cream row

<https://www.thetimes.co.uk/article/daaccb66-3f62-11ee-bbc9-3b59a60ab59b>

You don't have to be an economist to know Australia is in a cost of living crisis. What are the signs and what needs to change?

<https://theconversation.com/you-dont-have-to-be-an-economist-to-know-australia-is-in-a-cost-of-living-crisis-what-are-the-signs-and-what-needs-to-change-210373>

University of Melbourne staff to strike for a week as pay fight escalates

<https://www.canberratimes.com.au/story/8319657/uni-staff-to-strike-for-a-week-as-pay-fight-escalates/>

Melbourne staff to strike for a week over pay and workloads

<https://www.timeshighereducation.com/news/melbourne-staff-strike-week-over-pay-and-workloads>

Canada should consider foreign student cap, says housing minister

<https://www.timeshighereducation.com/news/canada-should-consider-foreign-student-cap-says-housing-minister>

US public universities refute claim they are amply funded

<https://www.timeshighereducation.com/news/us-public-universities-refute-claim-they-are-amply-funded>

US - Walking faculty back from the cliff

<https://www.insidehighered.com/opinion/views/2023/08/21/institutions-must-take-faculty-burnout-seriously-opinion>

Over 100 University of Maryland staff and supporters rally for better pay and treatment

<https://baltimorefishbowl.com/stories/over-100-umd-staff-and-supporters-rally-for-better-pay-and-treatment/>

University offers 'last, best and final' contract to Graduate Employees' Organization

<https://www.michigandaily.com/news/administration/university-offers-last-best-and-final-contract-to-geo/>

'My goals in life vanished': Afghan students rocked by US visa denials

<https://www.theguardian.com/us-news/2023/aug/19/denying-visa-afghanistan-university-student>

Personnel Today and Management Today

Living Hours campaign reaches 100 signatories

<https://www.personneltoday.com/hr/living-hours-campaign/>

Pay awards drop below 6% for first time this year

<https://www.personneltoday.com/hr/pay-july-2023-xperthr/>

One in two candidates back out of an accepted offer

<https://www.personneltoday.com/hr/gartner-candidate-survey/>

New GMC guide spells out zero tolerance of sexual harassment

<https://www.personneltoday.com/hr/gmc-sexual-harassment/>

How to avert burnout in HR

<https://www.personneltoday.com/hr/how-can-we-avert-the-burnout-crisis-in-hr/>

Wages grow ahead of predictions, while unemployment is up - ONS data

<https://www.managementtoday.co.uk/wages-grow-ahead-predictions-unemployment-ons-data/indepth/article/1833447>

If free snacks are your office selling point, you've got a culture issue

<https://www.managementtoday.co.uk/free-snacks-office-selling-point-youve-culture-issue/opinion/article/1834543>

Five ways to support a colleague navigating a loss

<https://www.managementtoday.co.uk/five-ways-support-colleague-navigating-loss/opinion/article/1832678>

Why TheSoul Publishing banned meetings and emails

<https://www.managementtoday.co.uk/why-thesoul-publishing-banned-meetings-emails/opinion/article/1833250>

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Sent: 28 July 2023 16:38
To: UCEA All Staff
Subject: UCEA Headlines 28.07.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA update on talks

<https://www.ucea.ac.uk/news-releases/28july23/>

An update on UCU's MAB sector wide impact

<https://www.ucea.ac.uk/news-releases/28july2023/>

Update on negotiations with UCEA

<https://www.ucu.org.uk/article/13116/Update-on-negotiations-with-UCEA>

UCEA in the news

Includes quotes from Raj Jethwa, UCEA Chief Executive

Bargaining hunt

<https://www.researchprofessionalnews.com/rr-he-government-playbook-2023-7-bargaining-hunt/>

UCEA mentioned

To end the strikes standoff, it falls to government

<https://www.hepi.ac.uk/2023/07/26/to-end-the-strikes-standoff-it-falls-to-government/>

For better representation, what if universities paid staff's union dues

<https://www.timeshighereducation.com/blog/better-representation-what-if-universities-paid-staffs-union-dues>

UK university marking strike leaves thousands of students stuck in limbo

<https://www.reuters.com/world/uk/uk-university-marking-strike-leaves-thousands-students-stuck-limbo-2023-07-27/>

NUS - UCEA Open Letter - *note the number of signatories*

<https://www.nus.org.uk/ucea-open-letter>

Protests to hit UK universities tomorrow

<https://www.ucu.org.uk/article/13108/Protests-to-hit-UK-universities-tomorrow>

Emergency protests to hit universities amid ongoing pay and conditions dispute

<https://morningstaronline.co.uk/article/b/emergency-protests-hit-universities-amid-ongoing-pay-and-conditions-dispute>

York St John lecturer's shock at wage inside June pay packet

<https://www.yorkpress.co.uk/news/23671985.york-st-john-lecturers-shock-wage-inside-june-pay-packet/>

Other JNCHES 'related' coverage inc MAB

Getting MAB victims into their gowns and out of the door will have long term consequences

<https://wonkhe.com/wonk-corner/getting-mab-victims-into-their-gowns-and-out-of-the-door-will-have-long-term-consequences/>

The class of 2023: the UK's unluckiest students

<https://www.theguardian.com/news/audio/2023/jul/26/the-class-of-2023-the-uks-unluckiest-students-podcast>

Manchester vice-president lashes out at staff in marking boycott

<https://www.timeshighereducation.com/news/manchester-vice-president-lashes-out-staff-marking-boycott>

University of Leeds: Law students left without degrees despite graduating and claim they're unable to get jobs

<https://www.yorkshireeveningpost.co.uk/news/people/university-of-leeds-law-students-left-without-degrees-despite-graduating-and-claim-theyre-unable-to-get-jobs-4232451>

University marking boycott: Uncertainty looms over graduating students in Cardiff

<https://www.itv.com/news/wales/2023-07-21/im-moving-back-to-the-us-without-a-proper-degree>

USS

USS publishes 2023 Report and Accounts

https://www.uss.co.uk/news-and-views/latest-news/2023/07/07252023_uss-publishes-2023-report-and-accounts

USS 2023 valuation consultation: materials for employers

<https://www.usemployers.org.uk/news/uss-2023-valuation-consultation-materials-employers>

USS chief executive gets £260K bonus ahead of departure

<https://www.timeshighereducation.com/news/uss-chief-executive-gets-ps260k-bonus-ahead-departure>

USS assets under management fall to £75.5bn

<https://www.professionalphesions.com/news/4120964/uss-assets-management-fall-gbp75-5bn>

UK pension fund USS wins appeal over fossil fuel investments

<https://www.reuters.com/business/uk-pension-fund-uss-wins-appeal-over-fossil-fuel-investments-2023-07-21/>

Lawyer sees almost 1,000 complainants sign up to Capita breach class action

https://www.theregister.com/2023/07/21/capita_breach_class_action/

Other sector HR and related

(University of Bristol) - UNISON members set for four days of strike action

<https://epigram.org.uk/2023/07/24/unison-members-set-for-four-days-of-strike-action/>

University of Brighton cuts 103 academic staff jobs

<https://www.bbc.co.uk/news/uk-england-sussex-66291271>

Nearly 100 University of Huddersfield staff at risk of redundancy

<https://www.bbc.co.uk/news/uk-england-66232778>

Outrage over UK university's plan to cut African history course and its professor

<https://www.theguardian.com/education/2023/jul/23/outrage-over-chichester-university-plan-to-cut-african-history-course-and-its-professor>

Sector TU media releases and related

UCU - The Friday email: 21 July 2023

<https://www.ucu.org.uk/article/13097/The-Friday-email-21-July-2023>

People at increased risk of burnout due to more demanding workdays, TUC says

<https://www.theguardian.com/society/2023/jul/23/people-at-increased-risk-of-burnout-due-to-more-demanding-workdays-tuc-says>

"Gruelling" work intensity a growing problem in "burnt out Britain", new TUC report shows

<https://www.tuc.org.uk/news/gruelling-work-intensity-growing-problem-burnt-out-britain-new-tuc-report-shows>

Sour note as bar blames 'bully' union (*Unite*) for closure

<https://www.thetimes.co.uk/article/a15ef368-28d1-11ee-b1db-1689eb0f258e>

Let footie fans work flexibly to watch the Women's World Cup, says TUC

<https://www.tuc.org.uk/news/let-footie-fans-work-flexibly-watch-womens-world-cup-says-tuc>

HE funding and related

Labour's education policy is brave, but can they fund it?

<https://www.hepi.ac.uk/2023/07/25/labours-education-policy-is-brave-but-can-they-fund-it/>

UK Government

DfE pushes for graduate earnings metric and franchising squeeze

<https://www.timeshighereducation.com/news/dfE-pushes-graduate-earnings-metric-and-franchising-squeeze>

Post-92s record first drop in median graduate salaries

<https://www.timeshighereducation.com/news/post-92s-record-first-drop-median-graduate-salaries>

Degree courses that give just 1 in 5 chance of securing a top job

<https://www.dailymail.co.uk/news/article-12329917/Students-lower-ranked-university-just-1-5-chance-securing-job-graduate-just-20-achieving-highly-skilled-time-post-15-months.html>

Scotland

Thunderer: exodus of university talent should worry Scotland

<https://www.thetimes.co.uk/article/thunderer-exodus-of-university-talent-should-worry-scotland-9nq69nrwx>

Edinburgh Uni scientists awarded £46m for research into 'dark genome'

<https://www.heraldscotland.com/news/23676353.edinburgh-uni-scientists-awarded-46m-research-dark-genome/>

Northern Ireland

Irish Government working with local universities train more health professionals 'positive news'- Dillon

<https://www.northernirelandworld.com/health/irish-government-working-with-local-universities-train-more-health-professionals-positive-news-dillon-4230228>

Other HE finances, funding and students

Why did 21 higher education providers miss their HESA deadline?

<https://www.hepi.ac.uk/2023/07/28/why-did-21-higher-education-providers-miss-their-hesa-deadline/>

Student debt in England three times higher than Scotland, figures show (PA news)

<https://www.chelmsfordweeklynews.co.uk/news/national/23682592.student-debt-england-three-times-higher-scotland-figures-show/>

"Misleading" headlines called out by UK sector

<https://thepienews.com/news/uk-international-sector-hits-back-at-misleading-headlines/>

There's a crisis in student confidence. Here's how to fix it

<https://wonkhe.com/blogs/theres-a-crisis-in-student-confidence-heres-how-to-fix-it/>

Foreign students, immigration, Horizon and Brexit

Brexit: Irish government gives NI students €2m mobility funding

<https://www.bbc.co.uk/news/uk-northern-ireland-66324939>

Talks on UK's return to Horizon science programme go to wire

<https://www.theguardian.com/science/2023/jul/24/no-sign-of-deal-on-uk-return-to-eu-horizon-science-programme>

Not agreeing UK Horizon Europe entry would be spectacular political failure

<https://www.timeshighereducation.com/blog/not-agreeing-uk-horizon-europe-entry-would-be-spectacular-political-failure>

How European baristas and au pairs could return to Britain under government scheme

<https://www.thetimes.co.uk/article/af41af0e-28a7-11ee-b1db-1689eb0f258e>

'Peak China' as foreign students turn backs on UK

<https://www.thetimes.co.uk/article/ucas-chief-peak-china-as-foreign-students-turn-backs-on-uk-g2sj5p38p>

Increased visa fees and 'rip-off' crackdown will level down the UK

<https://www.timeshighereducation.com/blog/increased-visa-fees-and-rip-crackdown-will-level-down-uk>

Other sector news

Higher education postcard: summer holidays

<https://wonkhe.com/blogs/higher-education-postcard-summer-holidays/>

King's College London fighting race row after white lecturers are 'barred from free tai chi classes' in a bid to 'tackle racism'

<https://www.dailymail.co.uk/news/article-12333559/Kings-College-London-fighting-race-row-white-lecturers-barred-free-tai-chi-classes-bid-tackle-racism.html>

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

Inflation and cost of living pressures

Roll with it: Andrex sneaks in another loo paper cut

<https://www.thetimes.co.uk/article/8acc4c76-280f-11ee-9067-b2c7b682c028>

Britons turning into soap dodgers as cost of living soars

<https://www.thetimes.co.uk/article/db748622-2790-11ee-9067-b2c7b682c028>

Pay and tax

Magic is missing in Linklaters' pay

<https://www.thetimes.co.uk/article/8293c9b2-2a30-11ee-aede-28bc53acbdb8>

Jobs

Virgin Media O2 to cut more than a tenth of UK jobs

<https://www.bbc.co.uk/news/business-66298892>

Britain loses 6,000 retail outlets in five years as shops close

<https://www.theguardian.com/business/2023/jul/28/britain-loses-6000-retail-outlets-in-five-years-as-shops-close>

Housing

Renters compete with 20 others in battle to find a home

<https://www.bbc.co.uk/news/business-66246223>

Number of households in temporary accommodation in England at highest level

<https://www.theguardian.com/society/2023/jul/25/number-of-households-in-temporary-accommodation-in-england-at-highest-level>

New ways of working

Four-day week 'doesn't worsen productivity'

<https://www.thetimes.co.uk/article/bf23ff30-2bf9-11ee-aede-28bc53acbdb8>

UK – other 'National strikes'

Train drivers announce new week-long overtime ban in England

<https://www.theguardian.com/business/2023/jul/24/train-drivers-announce-new-week-long-overtime-ban-in-england>

Rail staff threatened with disciplinary action over 'save our ticket offices' stickers, says RMT

<https://www.theguardian.com/business/2023/jul/25/rail-staff-threatened-with-disciplinary-action-over-save-our-ticket-offices-stickers-says-rmt>

September school strikes possible as rebel teachers in England set to reject pay offer

<https://www.theguardian.com/education/2023/jul/22/rebel-teachers-vote-reject-uk-pay-offer-strikes>

Junior doctors to strike for four days in August

<https://www.bbc.co.uk/news/health-66312330>

NHS consultants warn of further strikes and 'tipping point' unless government enters talks

<https://www.theguardian.com/society/2023/jul/23/nhs-consultants-warn-of-further-strikes-and-tipping-point-unless-government-enters-talks>

GPs consider strike that could shut surgeries for a week

<https://www.thetimes.co.uk/article/e13a07e8-299e-11ee-b33d-6d3f5a636b40>

RCN Wales to ballot members on latest Welsh government offer

www.rcn.org.uk/news-and-events/news/w-rcn-wales-will-ballot-members-on-latest-welsh-government-offer-200723

Radiographers in England stage two-day strike over pay and staffing

<https://www.theguardian.com/society/2023/jul/25/radiographers-england-two-day-strike-pay-staffing>

Driver strikes could hit Irn-Bru supplies - union

<https://www.bbc.co.uk/news/uk-scotland-scotland-business-66315480>

Apprenticeships

The problems degree apprenticeships won't solve
<https://wonkhe.com/blogs/the-problems-degree-apprenticeships-wont-solve/>

Other Health and Safety and wellbeing including Covid

1.35 million workers off sick with anxiety, stress or depression
<https://www.thetimes.co.uk/article/a0a39334-2cb4-11ee-b33d-6d3f5a636b40>

Surge in ill health will have major impact on NHS
<https://www.bbc.co.uk/news/health-66295170>

'Catastrophic' forecast shows 9m people in England with major illnesses by 2040
<https://www.theguardian.com/society/2023/jul/25/catastrophic-forecast-shows-9m-people-in-england-with-major-illnesses-by-2040>

AI

AI bots could replace us, peer warns House of Lords during debate
<https://www.theguardian.com/technology/2023/jul/24/house-of-lords-told-it-could-be-upgraded-with-peer-bots>

UK media

Guardian Media Group makes record revenues for news business
<https://www.theguardian.com/media/2023/jul/25/guardian-media-group-makes-record-revenues-for-news-business>

Telegraph Media Group says it will soon reach 1m paying subscribers
<https://www.theguardian.com/media/2023/jul/25/telegraph-media-group-paying-subscribers-chelsea-magazine-company>

Communications and data

Half of universities pay ransoms in hacking attacks
<https://www.timeshighereducation.com/news/half-universities-pay-ransoms-hacking-attacks>

Scottish university allegedly targeted in ransomware attack
<https://www.bbc.co.uk/news/uk-scotland-glasgow-west-66327336>

'Toxic' anonymous online posts linked to university IP addresses
<https://www.timeshighereducation.com/news/toxic-anonymous-online-posts-linked-university-ip-addresses>

Is Elon Musk right to ditch the Twitter bird logo?
<https://www.bbc.co.uk/news/business-66296468>

Other UK pay, pensions and HR related

Inherited pensions at risk as Treasury plans a shake-up
<https://www.thetimes.co.uk/article/11486758-2734-11ee-9959-3da1f328ac3c>

Worker claims discrimination because others wanted to go clubbing
<https://www.thetimes.co.uk/article/dbd47420-27fd-11ee-b92f-f3b1bf190fd2>

International HE and HR related

Norwegian universities minister resigns in arms contract row
<https://www.timeshighereducation.com/news/norwegian-universities-minister-resigns-arms-contract-row>

French GPs under fire for 'writing too many sick notes'
<https://www.thetimes.co.uk/article/e53eebae-2a09-11ee-b33d-6d3f5a636b40>

Latest data: which private-college presidents earned the most?
<https://www.chronicle.com/article/latest-data-which-private-college-presidents-earned-the-most>

The Battle for Bluefield State U. The President's ties to faculty members were already strained. Then he bashed them on his blog.
<https://www.chronicle.com/article/the-battle-for-bluefield-state-u>

Mexico looks to US and beyond to recruit staff and students
<https://www.timeshighereducation.com/news/mexico-looks-us-and-beyond-recruit-staff-and-students>

Chinese funder lets women get early career grants up to age 48
<https://www.timeshighereducation.com/news/chinese-funder-lets-women-get-early-career-grants-age-48>

Vacancies 'an opportunity to reshape South African mathematics'

<https://www.timeshighereducation.com/news/vacancies-opportunity-reshape-south-african-mathematics>

Japan expected to lose 140,000 students by mid-century

<https://www.timeshighereducation.com/news/japan-expected-lose-140000-students-mid-century>

Personnel Today and Management Today

Minimum service levels to be imposed as Strikes Act passes

<https://www.personneltoday.com/hr/minimum-service-levels-to-be-imposed-as-strikes-act-passes/>

Protected conversations: pros and cons in the redundancy process

<https://www.personneltoday.com/hr/protected-conversations-pros-and-cons-in-the-redundancy-process/>

Why quiet leaders get results

<https://www.managementtoday.co.uk/why-quiet-leaders-results/classroom/article/1830342>

The unintended consequences of playing dumb

<https://www.managementtoday.co.uk/unintended-consequences-playing-dumb/women-in-business/article/1830002>

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From: Marc Whittaker <marcwhittaker@ucea.ac.uk>
Sent: 30 June 2023 17:10
To: UCEA All Staff
Subject: UCEA Headlines 30.06.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA comment on 2023-24 New JNCHES pay round

<https://www.ucea.ac.uk/news-releases/28june23/>

UCU - University marking boycott requires UK-wide resolution

<https://www.ucu.org.uk/article/13050/University-marking-boycott-requires-UK-wide-resolution>

UCEA in the news

Include quotes from Professor George Boyne, Chair of UCEA and Raj Jethwa, UCEA Chief Executive based on today's joint media briefing with UUK

Less than 3% of students affected by university marking boycott, UCEA says (PA News)

<https://www.independent.co.uk/news/uk/ucea-university-and-college-union-belfast-universities-uk-home-office-b2367123.html>

Research 'sacrificed' due to 'burden' of extra marking in boycott

<https://www.timeshighereducation.com/news/research-sacrificed-due-burden-extra-marking-boycott>

Academics 'sacrifice research' to focus on marking

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-6-academics-sacrifice-research-to-focus-on-marking/>

Include quotes Raj Jethwa, UCEA Chief Executive based on last Friday's UCEA media release

www.ucea.ac.uk/news-releases/23june23/

Marking boycott impact downplayed by universities, union claims

<https://www.bbc.co.uk/news/education-65997786>

Third of UK final-year students face grades delay due to marking boycott – UCEA sought urgent amendment to this piece – originally there was no UCEA quote

<https://www.theguardian.com/education/2023/jun/24/uk-final-year-students-university-undergraduates-results-grades-delay>

Union and employers clash over impact of UK marking boycott

<https://www.timeshighereducation.com/news/union-and-employers-clash-over-impact-uk-marking-boycott>

Fears graduates may never get degree grades amid university marking boycott

<https://news.sky.com/story/fears-graduates-may-never-get-degree-grades-amid-university-marking-boycott-12908398>

Marking boycott may delay degrees of more than 1,000 Durham students

<https://www.theguardian.com/education/2023/jun/27/marketing-boycott-may-delay-degrees-of-more-than-1000-durham-students>

Stirling lecturers to walk out after pay docked in marking boycott

<https://www.bbc.co.uk/news/uk-scotland-tayside-central-66020409>

PA news - University lecturers to walk out over 50% marking boycott pay deduction
<https://news.stv.tv/east-central/stirling-university-lecturers-to-walk-out-over-50-marking-boycott-pay-deduction>

Marking boycott ends at Queen's Belfast as local deal agreed
<https://www.timeshighereducation.com/news/markings-boycott-ends-queens-belfast-local-deal-agreed>

Exam-marking chaos leaves architecture graduates without degrees
<https://www.architectsjournal.co.uk/news/exam-marking-chaos-leaves-architecture-graduates-without-degrees>

UCEA mentioned

Wednesday briefing: Inside the marking boycott that has thrown university students' futures into the air
<https://www.theguardian.com/world/2023/jun/28/first-edition-university-marking-boycott>

OPINION - Students deserve better than £50,000 for no grade
<https://uk.movies.yahoo.com/opinion-students-deserve-better-50-104706290.html>

Blogs around New JNCHES and the MAB

Jo Grady: Employers still need to go further on pay
<https://wonkhe.com/blogs/employers-still-need-to-go-further-on-pay/>
this is a retort to the Blog by on how HE finances affect national pay uplifts by Raj
Agreement needs to start with a shared perspective on finances
<https://wonkhe.com/blogs/agreement-needs-to-start-with-a-shared-perspective-on-finances/>

The 2023 marking and assessment boycott, explained
<https://wonkhe.com/blogs/the-2023-marking-and-assessment-boycott-explained/>

A shared perspective on pay and conditions – *Blog by Professor Charlie Jeffery, Vice Chancellor and President of the University of York*
<https://wonkhe.com/blogs/a-shared-perspective-on-pay-and-conditions/>

Christine Jardine MP: University marking strike leaves students in limbo. Ministers must intervene to help
<https://www.scotsman.com/news/opinion/columnists/university-marking-strike-leaves-students-in-limbo-ministers-must-intervene-to-help-christine-jardine-4195533>

Letter to UUK, OfS and RG on ongoing pay disputes from Robert Halfon, Minister
<https://twitter.com/halfon4harlowMP/status/1673359909889495040>

Other JNCHES 'related' coverage inc MAB

'I haven't had a single normal year at university': the UK students graduating without a graded degree
<https://www.theguardian.com/education/2023/jun/24/uk-students-without-graded-degree-graduating-covid-strikes-boycott>

Marking boycott could trigger protests at 'sham' graduations - *UCEA sought urgent inclusion and amendment to this piece which was declined*
<https://www.thetimes.co.uk/article/c6224f3e-1205-11ee-9673-09365d127a9f>

University marking boycott will affect students' mental health - letter from a parent
<https://www.theguardian.com/education/2023/jun/23/university-marking-boycott-will-affect-students-mental-health>

Third of UK final-year students face grades delay due to marking boycott
<https://www.theguardian.com/education/2023/jun/24/uk-final-year-students-university-undergraduates-results-grades-delay>

Students across UK miss out on graduation as anger grows over 'disgraceful' exam marking boycott and universities are blasted for holding 'sham' ceremonies
<https://www.dailymail.co.uk/news/article-12243047/Fury-builds-universities-staging-sham-graduations-disgraceful-marking-boycott.html>

Support staff at north-west universities step up strike action over pay
<https://morningstaronline.co.uk/article/b/support-staff-at-north-west-universities-step-up-strike-action-over-pay>

Sector pensions and related

University pension scheme braced for wipeout of biggest investment if Thames Water collapses
<https://www.telegraph.co.uk/business/2023/06/29/university-pension-scheme-braced-for-wipeout-thames-water/>

USS is heavily invested in under pressure Thames Water

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-6-uss-is-heavily-invested-in-under-pressure-thames-water>

Contingency plans being drawn up for Thames Water collapse – USS is a shareholder

<https://www.theguardian.com/business/2023/jun/28/contingency-plans-reportedly-being-drawn-up-for-thames-water-collapse>

UCU - Update on USS Capita data breach

<https://www.ucu.org.uk/article/13020/Update-on-USS-Capita-data-breach>

Falmouth University to enrol staff onto Teachers' Pension Scheme

<https://www.pensionsage.com/pa/Falmouth-University-to-enrol-staff-onto-teachers-pension-scheme.php>

PLSA publishes guide for LGPS participating employers

<https://www.professionalpensions.com/news/4118921/plsa-publishes-guide-lgps-participating-employers>

McCloud remedy hits LGPS funds with resource issues

<https://www.professionalpensions.com/news/4119253/mccloud-remedy-hits-lgps-funds-resource-issues>

Other sector HR and related

What we know about sector staff wages

<https://wonkhe.com/blogs/what-we-know-about-sector-staff-wages/>

Paying a real living wage demonstrates commitment to higher education's values

<https://wonkhe.com/blogs/paying-a-real-living-wage-demonstrates-commitment-to-higher-educations-values/>

Sector TU media releases and related

Adult Human Female directors launch crowdfunder for UCU legal action

<https://www.thenational.scot/news/23616852.adult-human-female-directors-launch-crowdfunder-ucu-legal-action/>

UCU The Friday email: 23 June 2023

<https://www.ucu.org.uk/article/12999/The-Friday-email-23-June-2023>

HE funding and related

The Guardian view on universities: arts cuts are the tip of an iceberg

<https://www.theguardian.com/commentisfree/2023/jun/26/the-guardian-view-on-universities-arts-cuts-are-the-tip-of-an-iceberg>

Universities face diversity challenge to win research funding

<https://www.pinsentmasons.com/out-law/news/universities-face-diversity-challenge-to-win-research-funding>

England

Willets: move universities from DfE 'treating them like schools'

<https://www.timeshighereducation.com/news/willets-move-universities-dfe-treating-them-schools>

Which Whitehall department should be responsible for English universities? By Dave Phoenix

<https://www.hepi.ac.uk/2023/06/29/which-whitehall-department-should-be-responsible-for-english-universities-by-dave-phoenix/>

Scotland

Ministers propose new education super agency for Scotland

<https://www.bbc.co.uk/news/uk-scotland-66049087>

Other HE finances, funding and students

UK degree withdrawals pass 30,000 this academic year

<https://www.timeshighereducation.com/news/uk-degree-withdrawals-pass-30000-academic-year>

Lords criticise University of East Anglia's arts jobs cut plan

<https://www.bbc.co.uk/news/uk-england-norfolk-66047712>

NHS workforce plan

Record recruitment and reform to boost patient care under first NHS Long Term Workforce Plan

<https://www.england.nhs.uk/2023/06/record-recruitment-and-reform-to-boost-patient-care-under-first-nhs-long-term-workforce-plan/>

'Historic' 15-year plan to boost NHS workforce
<https://www.bbc.co.uk/news/health-66052274>

Plan to train more doctors more quickly in England
<https://www.bbc.co.uk/news/health-6605227>

NHS aims to double number of medical school places by 2031
<https://www.timeshighereducation.com/news/nhs-aims-double-number-medical-school-places-2031>

Foreign students, immigration, Horizon and Brexit

Universities want €200 billion research budget for next Horizon
<https://www.timeshighereducation.com/news/universities-want-eu200-billion-research-budget-next-horizon>

Scientists and industry leaders reject delayed return to Horizon as 'absurd'
<https://www.ft.com/content/e6c41217-71b1-4936-bdf9-619b26dce02d?shareType=nongift>

Science and industry leaders warn UK and EU over Horizon delays
<https://www.ft.com/content/e6c41217-71b1-4936-bdf9-619b26dce02d>

Brexit not to blame for labour shortage, says Bank governor Andrew Bailey
<https://www.thetimes.co.uk/article/8c20d908-15e9-11ee-b768-bb6d328f2d92>

Migrant fruit-pickers are skilled workers, says ex-minister George Eustice
<https://www.bbc.co.uk/news/uk-politics-66056038>

Other sector news

Changes in the postgraduate taught landscape in the past 10 years, and things to consider for the next 10
<https://www.hepi.ac.uk/2023/06/27/changes-in-the-postgraduate-taught-landscape-in-the-past-10-years-and-things-to-consider-for-the-next-10/>

Why my university is investing more than ever in arts and humanities – blog by Stuart Croft Vice-Chancellor of the University of Warwick
<https://www.timeshighereducation.com/blog/why-my-university-investing-more-ever-arts-and-humanities>

Open University could teach face-to-face at new campus
<https://www.bbc.co.uk/news/uk-england-beds-bucks-herts-66022141>

Cambridge University bids to boost waste recycling to 80%
<https://www.bbc.co.uk/news/uk-england-cambridgeshire-66053284>

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

Government

UK government willing to ignore public sector pay review bodies, minister says
<https://www.theguardian.com/society/2023/jun/25/uk-government-willing-to-ignore-public-sector-pay-review-bodies-minister-says>

Inflation

Cost of living worsening health of children in UK, say school nurses
<https://www.theguardian.com/society/2023/jun/28/cost-of-living-worsening-health-children-uk-school-nurses>

Customers withdraw record amount of savings in May
<https://www.bbc.co.uk/news/business-66051711>

Pay and tax

Sunak in stealth tax row as higher rate snares 40% more workers
<https://www.thetimes.co.uk/article/ed07f86e-16ac-11ee-b768-bb6d328f2d92>

Union fury as figures show pay rises among top earners driving inflation
<https://www.theguardian.com/money/2023/jun/25/union-fury-as-figures-show-pay-rises-among-top-earners-driving-inflation>

HMRC fined 184,000 low earners for not filing return despite no tax owing

<https://www.theguardian.com/money/2023/jun/26/hmrc-fined-184000-low-earners-for-not-filing-return-despite-no-tax-owing>

HMRC fines 180,000 workers – even though they do not owe any tax

<https://www.telegraph.co.uk/tax/news/hmrc-fines-180000-workers-though-they-do-not-owe-any-tax/>

Pay and pensions equalities

PwC tells staff to expect small pay rise

<https://www.thetimes.co.uk/article/455eee84-15cf-11ee-8fcc-23dc1e6b4441>

Living ‘wages’

Cost of living: Low pay forces family to use water with cereal

<https://www.bbc.co.uk/news/uk-wales-65999115>

Jobs

Unemployed can't afford to be 'job snobs', says minister

<https://www.thetimes.co.uk/article/dae200aa-11eb-11ee-a92d-cf7c831c99b5>

Housing

Young adults pay heaviest price for Britain's exploding mortgage timebomb

<https://www.theguardian.com/business/2023/jun/25/young-adults-pay-heaviest-price-for-britains-exploding-mortgage-timebomb>

Just 5% of private rentals affordable on housing benefit

<https://www.theguardian.com/society/2023/jun/27/just-5-of-private-rentals-affordable-on-housing-benefit>

Quarter of Scotland households face 'eye-watering' council tax increases

<https://www.thetimes.co.uk/article/5f8a7330-151d-11ee-8708-86c9fd2a0280>

Other economic

Cineworld screens stay open despite administration

<https://www.bbc.co.uk/news/business-66017633>

New ways of working

Long-term sick: anxiety and working from home fuelling rise, says minister

<https://www.thetimes.co.uk/article/9e34ee9a-145e-11ee-8fcc-23dc1e6b4441>

South East Water blames working from home for hosepipe ban

<https://www.bbc.co.uk/news/uk-england-66007675>

UK – other ‘National strikes’

Nurses fail to vote in sufficient numbers for fresh strikes in England – note turnout figures

<https://www.theguardian.com/society/2023/jun/27/nurses-fail-to-vote-in-sufficient-numbers-for-fresh-strikes-in-england>

NHS Wales: Nurses pause strike as talks resume

<https://www.bbc.co.uk/news/uk-wales-66028360>

End to nurses' strike leaves tensions between Pat Cullen and RCN members

<https://www.theguardian.com/uk-news/2023/jun/29/end-to-nurses-strike-leaves-tensions-between-pat-cullen-and-rcn-members>

All four types of NHS doctor could strike before general election, BMA warns

<https://www.theguardian.com/society/2023/jun/29/all-four-types-of-nhs-doctor-could-strike-before-general-election-bma-fears>

Senior doctors back strike action in England

<https://www.bbc.co.uk/news/health-65992178>

Doctors on £100,000 salaries to strike demanding 35pc pay rise

<https://www.telegraph.co.uk/news/2023/06/27/hospital-consultants-doctors-strike-bma-july/>

St Mungo's: Staff at homeless charity begin indefinite strike over pay

<https://www.bbc.co.uk/news/uk-66027096>

Heathrow security staff call off summer strikes

<https://www.thetimes.co.uk/article/f936a246-11ef-11ee-a92d-cf7c831c99b5>

Schools and FE

Gillian Keegan: 'Children have been through so much — you couldn't pick a worse time to strike'
<https://www.thetimes.co.uk/article/984e449a-11d9-11ee-a92d-cf7c831c99b5>

Gillian Keegan must show integrity on teacher pay
<https://www.nasuwf.org.uk/article-listing/gillian-keegan-must-show-integrity-on-teacher-pay.html>

Secondary school uniform costs parents £422 a year
<https://www.bbc.co.uk/news/business-66019781>

Schools minister: A cold shouldn't keep children out of the classroom
<https://www.thetimes.co.uk/article/07e99af8-1508-11ee-b768-bb6d328f2d92>

Almost 600 schools in England undergoing urgent structural checks
<https://www.theguardian.com/education/2023/jun/28/almost-600-schools-in-england-undergoing-urgent-structural-checks>

Teaching assistant calls low pay disrespectful
<https://www.bbc.co.uk/news/articles/cn0knz011e1o>

Pupils in England sent to churches and village halls as crumbling schools close
<https://www.theguardian.com/education/2023/jun/29/pupils-in-england-sent-to-churches-and-village-halls-as-crumbling-schools-close>

Nursery closures threaten free childcare pledge, sector warns
<https://www.bbc.co.uk/news/uk-politics-66022218>

Health and safety and wellbeing

NHS staff sickness hits record high in England
<https://www.bbc.co.uk/news/health-66047270>

#Metoo

Prevent and address harassment and sexual misconduct
<https://www.officeforstudents.org.uk/advice-and-guidance/student-wellbeing-and-protection/prevent-and-address-harassment-and-sexual-misconduct/survey-of-sexual-misconduct/>

Universities urged to improve how staff sexual-assault claims are handled
<https://www.nature.com/articles/d41586-023-02099-2>

Other UK pay, pensions and HR related

Robin Ellison: Is it time to kill off the state old-age pension?
<https://www.professionalpensions.com/opinion/4118956/robin-ellison-kill-age-pension>

Employers failing to support members after pension tax changes
<https://www.professionalpensions.com/news/4119122/employers-failing-support-members-pension-tax-changes>

One third of savers facing poverty in retirement
<https://www.professionalpensions.com/news/4118973/third-savers-facing-poverty-retirement>

Push for hospitals to keep hold of more staff
<https://www.thetimes.co.uk/article/4436b714-1523-11ee-b768-bb6d328f2d92>

Fears of legal threat to more gender equal Senedd plans
<https://www.bbc.co.uk/news/uk-wales-politics-65927633>

'She divorced me': how to make job shares work – and why they can fail
<https://www.theguardian.com/global-development/2023/jun/29/she-divorced-me-how-to-make-job-shares-work-and-why-they-can-fail>

The Disability Gap: Insecure work in the UK
<https://www.lancaster.ac.uk/work-foundation/publications/the-disability-gap-insecure-work-in-the-uk>

International HE and HR related

Staff in Dutch universities set to receive a pay raise and bonus payment
<https://nltimes.nl/2023/06/29/staff-dutch-universities-set-receive-pay-raise-bonus-payment>

Denmark cuts undergraduate numbers but aims for overseas growth
<https://www.timeshighereducation.com/news/denmark-cuts-undergraduate-numbers-aims-overseas-growth>

Rectors fear for staff recruitment under Norwegian language rule
<https://www.timeshighereducation.com/news/rectors-fear-staff-recruitment-under-norwegian-language-rule>

French research reforms 'must tackle distrust' in divided system
<https://www.timeshighereducation.com/depth/french-research-reforms-must-tackle-distrust-divided-system>

Macron calls for shorter summer holidays at schools in France
<https://www.thetimes.co.uk/article/9272ebba-15b3-11ee-8fcc-23dc1e6b4441>

Germany passes law to attract skilled migrant workers amid fierce debate
<https://www.bbc.co.uk/news/world-europe-66003238>

Italian teacher sacked for 20 years of absence vows to defend herself
<https://www.bbc.co.uk/news/world-europe-66028403>

Australia's international students cry foul over demands to take \$400 English test multiple times
<https://www.theguardian.com/australia-news/2023/jun/25/australia-international-university-students-made-to-pass-400-english-test-several-times>

Australia - Overseas students say working hours cap 'saves us from ourselves'
<https://www.timeshighereducation.com/news/overseas-students-say-working-hours-cap-saves-us-ourselves>

University of Melbourne - Working-class university leader lobbies for free degrees
<https://www.universityworldnews.com/post.php?story=20230624100930371>

University of Sydney leadership on gender pay gap recognised
<https://www.sydney.edu.au/news-opinion/news/2023/06/29/university-of-sydney-leadership-on-gender-pay-gap-recognised-.html>

New Zealand boosts subsidies for cash-strapped universities
<https://www.timeshighereducation.com/news/new-zealand-boosts-teaching-subsidies-cash-strapped-universities>

US supreme court rules against affirmative action in Harvard and UNC cases
<https://www.theguardian.com/law/2023/jun/29/us-supreme-court-affirmative-action-harvard-unc-ruling>

US Supreme Court blocks affirmative action in admissions
<https://www.timeshighereducation.com/news/us-supreme-court-blocks-affirmative-action-admissions>

US campuses vow push on racial equity after Supreme Court ruling
<https://www.timeshighereducation.com/news/us-campuses-vow-push-racial-equity-after-supreme-court-ruling>

US - Are we losing the 'public' in public higher ed?
<https://www.insidehighered.com/opinion/views/2023/06/29/are-we-losing-public-public-higher-ed-opinion>

Harvard graduates advised to keep quiet about it
<https://www.thetimes.co.uk/article/3deaed16-120e-11ee-a92d-cf7c831c99b5>

New York - Cleaner destroys 25 years of research by turning off lab freezer
<https://www.telegraph.co.uk/world-news/2023/06/26/cleaner-destroys-research-lab-fridge-reysselaer-polytechnic/>

'Not for employee use': why are US retail workers being denied chairs?
<https://www.theguardian.com/us-news/2023/jun/28/sitting-at-work-employees-rest-worker-rights>

South Korea ends fiendish university entrance exam to tackle low birth-rate
<https://www.thetimes.co.uk/article/176c5b2a-14e3-11ee-b768-bb6d328f2d92>

Personnel Today and Management Today

Employers struggling to simultaneously achieve gender and ethnic diversity
<https://www.personneltoday.com/hr/gender-and-ethnic-diversity-mckinsey/>

Petition criticising gender-critical beliefs was harassment, tribunal finds

<https://www.personneltoday.com/hr/gender-critical-beliefs-tribunal-arts-council-england/>

One in 10 employers offers over 50s retention support

<https://www.personneltoday.com/hr/one-in-10-employers-offers-over-50s-retention-support/>

Why you shouldn't 'guilt yourself short' in pay negotiations

<https://www.managementtoday.co.uk/why-shouldnt-guiltself-short-pay-negotiations/indepth/article/1826562>

Inside the corporate world's dirty secret

<https://www.managementtoday.co.uk/inside-corporate-worlds-dirty-secret/the-big-hack/article/1827788>

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From: Andy Fryer <andyfryer@ucea.ac.uk>
Sent: 07 July 2023 15:43
To: Enquiries (UCEA)
Cc: Andy Fryer; Marc Whittaker
Subject: UCEA Headlines 07.07.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA letter to UCU - 4 July 2023

<https://www.ucea.ac.uk/news-releases/4july23/>

UCEA willing to re-enter negotiations posted 5 July

<https://www.ucu.org.uk/article/13058/UCEA-willing-to-re-enter-negotiations>

UCEA in the news, includes:

Quotes from Professor George Boyne, Chair of UCEA and Raj Jethwa, UCEA CEO

Prospect of more local deals deepens fractures in UK pay dispute

<https://www.timeshighereducation.com/news/prospect-more-local-deals-deepens-fractures-uk-pay-dispute>

Sir Keir Starmer on UCU marking and assessment boycott, Today (2:21:00)

<https://www.bbc.co.uk/sounds/play/m001ng8b>

Unions hit back at Starmer's marking boycott concern, The World Tonight (0:08:00)

<https://www.bbc.co.uk/programmes/m001ngs8>

UCU vs Labour: leaders at loggerheads over industrial action

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-ucu-vs-labour-leaders-at-loggerheads-over-industrial-action/>

University marking boycott: 13,000 students 'unable to graduate' this year

<https://inews.co.uk/news/education/university-marking-boycott-students-graduate-ongoing-pay-dispute-2445374>

Students face worry of graduating without degrees

<https://www.channel4.com/news/students-face-worry-of-graduating-without-degrees>

5 Live Breakfast - Tuesday 4 July – 10 mins in, with UCEA's MAB numbers and quote

<https://www.bbc.co.uk/sounds/play/m001ng84>

Lecturers don't want a marking boycott, either. But we must fight those wrecking UK universities

<https://www.theguardian.com/commentisfree/2023/jul/03/lecturers-marking-boycott-uk-universities-pay-cuts-working-conditions-students>

Students face worry of graduating without degrees

<https://www.channel4.com/news/students-face-worry-of-graduating-without-degrees>

Marking boycott to cost overseas students £700 in visa fees

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-marking-boycott-to-cost-overseas-students-700-in-visa-fees/>

Lecturer strikes: Welsh graduations and degree marks delayed

<https://www.bbc.co.uk/news/uk-wales-66110491>

Other JNCHES 'related' coverage inc MAB

Fight is on to save the university struggle from union leaders

<https://socialistworker.co.uk/news/fight-is-on-to-save-the-university-struggle-from-union-leaders/>

Most voters back big pay rises for doctors, teachers and police – *but don't support HE strikes*

<https://www.thetimes.co.uk/article/880b0754-19a3-11ee-8434-240b5ab9f9b1>

Sector pensions and related

Steering USS through calmer waters – *blog by UCEA Board member and Chair of EPF Professor Adam Tickell*

<https://wonkhe.com/blogs/steering-uss-through-calmer-waters/>

Thames Water's turnaround plan backed by investor USS

<https://www.reuters.com/world/uk/thames-waters-turnaround-plan-backed-by-investor-uss-2023-06-30/>

Thames Water investor USS pension fund to be quizzed by watchdog over stake

<https://www.ft.com/content/3f475309-c2e5-4056-a029-dfc9c6cc8133>

Sector TU media releases and related

Update on employer negotiations and the marking and assessment boycott

<https://www.ucu.org.uk/article/13058/Update-on-employer-negotiations-and-the-marking-and-assessment-boycott>

UCU - The Friday email: 30 June 2023

<https://www.ucu.org.uk/article/13016/The-Friday-email-30-June-2023>

UCU Left - Don't suspend the MAB, keep up the pressure – where's our ballot?

<https://uculeft.org/dont-suspend-the-mab-keep-up-the-pressure-wheres-our-ballot%E2%82%AC/>

Not marking time: keep the employers on the run

<https://www.counterfire.org/article/not-marking-time-keep-the-employers-on-the-run/>

HE funding and related

Ministers set to push on with student number controls in England

<https://www.timeshighereducation.com/news/ministers-set-push-student-number-controls-england>

Labour floats changes to student loans (and grants)

[Wonkhe link](#)

Other HE finances, funding and students

Universities agree guidelines for staff and students on use of AI

<https://www.theguardian.com/technology/2023/jul/04/uk-universities-draw-up-guiding-principles-on-generative-ai>

Scots education 'crisis' as student debt soars to record £7.6bn

https://www.heraldscotland.com/business_hq/23636199.scots-education-crisis-student-debt-soars-record-7-6bn/

Students split on how staff should interact with them online

<https://www.timeshighereducation.com/news/students-split-how-staff-should-interact-them-online>

Some universities are getting worse over info for students on costs

<https://wonkhe.com/blogs/parts-of-the-sector-are-getting-worse-over-warnings-to-students-about-the-costs-of-study/>

NHS workforce

Revealed: record 170,000 staff leave NHS in England as stress and workload take toll

<https://www.theguardian.com/society/2023/jul/01/revealed-record-170000-staff-leave-nhs-in-england-as-stress-and-workload-take-toll>

Foreign students, immigration, Horizon and Brexit

Vivienne Stern, Chief Executive of UUK, interviewed on Horizon Europe (1:14:10)

<https://www.bbc.co.uk/sounds/play/m001nghb>

UK and EU edge towards deal for Britain to rejoin Horizon programme

<https://www.ft.com/content/2a697f3a-c692-4bfd-afa3-1e75f5abafe1>

Migration is fuelled by too many degrees, say New Conservatives

<https://www.thetimes.co.uk/article/ae0ab604-19e2-11ee-8434-240b5ab9f9b1>

UK Horizon association 'dither' risks 'more lost science funding'

<https://www.timeshighereducation.com/news/uk-horizon-association-dither-risks-more-lost-science-funding>

Tory MPs pile more pressure on Rishi Sunak over migration

<https://www.thetimes.co.uk/article/tory-mps-pile-more-pressure-on-rishi-sunak-over-migration-6bvm3l2xs>

The UK and Spain sign an agreement on education cooperation (*inc HE*)

<https://www.gov.uk/government/news/the-uk-and-spain-sign-an-agreement-on-education-cooperation>

Other sector news

Universities will be at the heart of the NHS workforce plan's success

<https://wonkhe.com/blogs/universities-will-be-at-the-heart-of-the-nhs-workforce-plans-success/>

In-person teaching campus plan 'meets demand' as OU model creaks

<https://www.timeshighereducation.com/news/person-teaching-campus-plan-meets-demand-ou-model-creaks>

UHI college merger approved by Scottish government

<https://www.bbc.co.uk/news/uk-scotland-highlands-islands-66096678>

Universities must protect minority students

<https://www.standard.co.uk/news/politics/justin-welby-universities-canterbury-archbishop-university-of-sussex-b1092806.html>

Is a university degree still worth it?

<https://www.telegraph.co.uk/education-and-careers/2023/07/06/is-university-worth-it-uk-tuition-fees/>

Woke universities are using 'insidious censorship' and a 'culture of intimidation' to stifle free speech, education minister warns

<https://www.mailonsunday.co.uk/news/article-12268387/Woke-universities-using-insidious-censorship-stifle-free-speech-education-minister-warns.html>

Nearly 400 uni students investigated for using ChatGPT to plagiarise assignments

<https://metro.co.uk/2023/07/05/nearly-400-caught-using-chatgpt-to-plagiarise-uni-assignments-19075163/>

Universities nervous as Labour 'accepts' tuition fees in England

<https://www.timeshighereducation.com/news/universities-nervous-labour-accepts-ts>

Inflation and cost of living pressures

Almost 13 million adults now struggling to pay bills, debt charity warns

<https://www.theguardian.com/business/2023/jul/02/almost-13-million-adults-now-struggling-to-pay-bills-debt-charity-warns>

M&S offers money off children's clothes in exchange for used school uniforms

<https://www.theguardian.com/business/2023/jul/03/m-and-s-money-off-childrens-clothes-for-used-school-uniform-shwop>

Energy boss says prices might rise this winter

<https://www.bbc.co.uk/news/business-66061853>

Pay and tax

Inflation drives real-terms pay cut for postgraduates in England

<https://www.timeshighereducation.com/news/inflation-drives-real-terms-pay-cut-postgraduates-england>

Living 'wages'

Museums in Scotland required to pay Living Wage to apply for public funding

<https://www.museumsassociation.org/museums-journal/news/2023/07/museums-in-scotland-required-to-pay-living-wage-to-apply-for-public-funding/#>

Jobs

Companies refuse to hire 'unreliable' young workers

<https://www.bbc.co.uk/news/uk-england-shropshire-66066246>

Housing

House prices fall at fastest rate in 12 years, says Halifax

<https://www.bbc.co.uk/news/business-66130798>

Mortgage rates: Average five-year fix rises above 6%

<https://www.bbc.co.uk/news/business-66088718>

Thousands of rental adverts say no to children or pets

<https://www.bbc.co.uk/news/business-66030048>

Other economic

Councils in England hit by 'unsustainable' £450m bill for free bus passes

<https://www.theguardian.com/money/2023/jul/01/councils-in-england-hit-by-unsustainable-450m-bill-for-free-bus-passes>

Art Fund chief: Scotland's museums are being starved of money

<https://www.thetimes.co.uk/article/1d062e1a-184b-11ee-a7a8-f52d03fc56d4>

New ways of working

As HSBC quits and hybrid working stays, is this the end for Canary Wharf?

<https://www.theguardian.com/artanddesign/2023/jul/01/hsbc-quits-canary-wharf-hybrid-working-london-docklands>

UK – other 'National strikes'

Strike action could hit summer holiday flights in Europe

<https://www.bbc.co.uk/news/business-66124424>

Teachers strike: National Education Union walks out in England for second day this week

<https://www.bbc.co.uk/news/uk-66130783>

Union leaders call on Education Secretary to stop delaying pay review body recommendations

<https://www.nasuwf.org.uk/article-listing/union-leaders-stop-delaying-pay-recommendations.html>

'United front' of teachers could launch biggest strikes in a decade in England

<https://www.theguardian.com/education/2023/jul/05/united-front-teachers-could-biggest-strikes-decade-england>

Doctors win pay pledge if they call off strikes

<https://www.thetimes.co.uk/article/d09497a0-1918-11ee-8198-bf96b6365670>

Consultants threaten to join junior doctors in NHS Scotland strike action

<https://www.thetimes.co.uk/article/58a8bbae-19d1-11ee-8198-bf96b6365670>

Radiographers in England to strike over pay

<https://www.bbc.co.uk/news/health-66067596>

'Desperate and angry' headteachers in England ready to join strikes in autumn

<https://www.theguardian.com/education/2023/jul/02/desperate-and-angry-uk-headteachers-ready-to-join-strikes-in-autumn>

Aslef plans further week of rail overtime ban at start of summer break

<https://www.theguardian.com/business/2023/jul/03/aslef-plans-further-week-of-rail-overtime-ban-at-start-of-summer-break>

Mental health in HE

New report shows that one-in-three university applicants miss lessons due to mental health

<https://www.hepi.ac.uk/2023/07/07/new-report-shows-that-one-in-three-university-applicants-miss-lessons-due-to-mental-health-but-show-more-resilience/>

Other Health and Safety and wellbeing including Covid

Act Now on Asbestos: pupils and teachers being killed years after exposure

<https://www.thetimes.co.uk/article/6f6aba5e-1779-11ee-87bf-4c05f9202e96>

#Metoo

MPs call for compulsory student training to stop sexual violence

<https://www.timeshighereducation.com/news/mps-call-compulsory-student-training-stop-sexual-violence>

The Commons' Women and Equalities Committee report on attitudes towards women and girls in educational settings

<https://wonkhe.com/blogs/the-commons-women-and-equalities-committee-report-on-attitudes-towards-women-and-girls-in-educational-settings/>

Westminster: House of Commons culture still 'predatory', say staff

<https://www.bbc.co.uk/news/uk-politics-66097839>

Communications and data

Confusion at Twitter continues over Elon Musk's tweet limits

<https://www.bbc.co.uk/news/technology-66087172>

Instagram's Threads app to launch 6 July amid mass backlash against Elon Musk's Twitter

<https://www.theguardian.com/technology/2023/jul/04/threads-app-instagram-twitter-competitor-meta-to-launch-rival>

London free newspaper City AM puts itself up for sale

<https://www.theguardian.com/media/2023/jul/03/london-free-newspaper-city-am-puts-itself-up-for-sale>

Ofcom to investigate GB News and TalkTV over impartiality rules

<https://www.theguardian.com/media/2023/jul/03/ofcom-to-investigate-gb-news-and-talktv-over-impartiality-rules>

Other UK pay, pensions and HR related

DWP launches mid-life MOT website

<https://www.professionalpensions.com/news/4119487/dwp-launches-mid-life-mot-website>

International HE and HR related

Pay rise for PhDs in Ireland, but failure to tackle other issues sees strike action threatened

<https://www.chemistryworld.com/news/pay-rise-for-phds-in-ireland-but-failure-to-tackle-other-issues-sees-strike-action-threatened/4017661.artic>

Celebrity, secrets and lies: Ireland watches as scandal engulfs RTÉ – *pay issues*

<https://www.theguardian.com/world/2023/jul/01/celebrity-secrets-lies-ireland-scandal-engulfs-rte>

More Australian branch campuses proposed for Indonesia

<https://www.timeshighereducation.com/news/more-australian-branch-campus-proposed-indonesia>

Adelaide university merger faces rocky regulatory road

<https://www.timeshighereducation.com/news/adelaide-university-merger-faces-rocky-regulatory-road>

Disney owes female workers more than \$150m in wages, pay gap suit alleges

<https://www.theguardian.com/us-news/2023/jun/30/disney-female-employees-wage-disparity-lawsuit>

Hong Kong considers raising cap on non-local students

<https://www.timeshighereducation.com/news/hong-kong-considers-raising-cap-non-local-students>

Delhi University teachers demand urgent action to address salary and pension crises

<https://www.indiatoday.in/amp/education-today/news/story/delhi-university-teachers-demand-urgent-action-to-address-salary-and-pension-crises-2401707-2023-07-04>

Personnel Today and Management Today

Will 2023 be the year the CV is binned?

<https://www.managementtoday.co.uk/will-2023-year-cv-binned/leadership-learning/article/1809685>

The blame game: 'benevolent sexism' can hinder women's career development

<https://www.managementtoday.co.uk/blame-game-benevolent-sexism-hinder-womens-career-development/leadership-lessons/article/1828464>

Who is on strike and when?

<https://www.personneltoday.com/hr/who-is-on-strike-and-when/>

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Andy Fryer

Head of Communications and Membership

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From: Marc Whittaker <marcwhittaker@ucea.ac.uk>
Sent: 11 August 2023 16:30
To: UCEA All Staff
Subject: UCEA Headlines 11.08.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

My daughter got a handshake instead of a degree grade. She's not alone.

<https://www.thetimes.co.uk/article/eea955a2-32de-11ee-848f-deeb3414ce27>

UCEA quoted

University strikes: A perspective from behind the picket line

<https://www.mancunianmatters.co.uk/news/10082023-university-strikes-a-perspective-from-behind-the-picket-line/>

UCEA mentioned

The Times view on the plight of students: University Challenge – *we requested and received a correction to the online version, as the original piece said that UCEA was the lead sector agency on USS issues*

<https://www.thetimes.co.uk/article/the-times-view-on-the-plight-of-students-university-challenge-kchb7kcg3>

University students facing more disruption from staff walkouts

<https://www.telegraph.co.uk/news/2023/08/06/university-students-more-strikes-no-degree-result-ucu-hec/>

Scottish universities' staff morale at 'all-time low' amid pay row

<https://www.thenational.scot/news/23703992.scottish-universities-staff-morale-all-time-low-amid-pay-row/>

University strikes: 'I'm a lecturer living in poverty because I've refused to mark just three dissertations'

<https://inews.co.uk/news/university-strikes-lecturer-poverty-refused-mark-dissertations-2535800>

Some international coverage

Associated Press – reproduced by the Canadian Broadcasting Corporation (CBC), Washington Post and other North American outlets

University exams go unmarked in U.K. pay dispute, leaving thousands unable to graduate

<https://www.cbc.ca/news/world/uk-university-labour-dispute-1.6929692>

https://www.washingtonpost.com/world/2023/08/07/uk-university-strikes-marking-boycott-students/4ec9c6e0-34fd-11ee-ac4e-e707870e43db_story.html

Thousands of UK students unable to graduate after lecturers refuse to mark exams in labor dispute – *note they call the UCU, the USC*

<https://themessenger.com/news/thousands-of-uk-students-unable-to-graduate-after-lecturers-refuse-to-mark-exams-in-labor-dispute>

UCU

Have your say on our union's next steps

<https://www.ucu.org.uk/article/13136/Have-your-say-on-our-unions-next-steps>

UCU Left Pre-BDM Open Meeting

<https://uculeft.org/ucu-left-pre-bdm-open-meeting/>

University strike on brink as union tops try to wind it down

<https://socialistworker.co.uk/background-check/university-strike-on-brink-as-union-tops-try-to-wind-it-down/>

Other JNCHES 'related' coverage inc MAB

Withholding students' grades is 'morally wrong'

<https://www.thetimes.co.uk/article/withholding-students-grades-is-morally-wrong-37jws90ln>

Unions are spitting in the faces of the young

<https://www.telegraph.co.uk/news/2023/08/08/unions-are-spitting-in-the-faces-of-the-young/>

The Guardian view on England's universities: a summer of campus discontent

<https://www.theguardian.com/commentisfree/2023/aug/07/the-guardian-view-on-englands-universities-a-summer-of-campus-discontent>

Top universities in crisis as lecturer strikes add to students' woes

<https://www.thetimes.co.uk/article/top-universities-in-crisis-as-lecturer-strikes-add-to-students-woes-93wzf7smg>

The News Agents: How students are getting screwed...again – *includes an interview with Jo Grady*

<https://podcasts.apple.com/gb/podcast/the-news-agents/id1640878689?i=1000624058192>

Edinburgh University strike action called off after 'significant step forward' in marking boycott dispute

<https://www.scotsman.com/education/edinburgh-university-strike-action-called-off-after-significant-step-forward-in-marking-boycott-dispute-4244489>

University of Leeds support staff to strike during clearing week

<https://www.bbc.co.uk/news/uk-england-leeds-66454384>

Other sector TU media releases and related

Police staff in England and Wales offered 7% pay increase, says UNISON

<https://www.unison.org.uk/news/press-release/2023/08/police-staff-in-england-and-wales-offered-7-pay-increase-says-unison/>

NHS staff at Merseyside hospitals vote to strike after years of being underpaid

<https://www.unison.org.uk/news/2023/08/nhs-staff-at-merseyside-hospitals-vote-to-strike-after-years-of-being-underpaid/>

Workers speak out about mileage rates

<https://www.unison.org.uk/news/article/2023/08/workers-speak-out-about-mileage-rates/>

HE funding and related

We can't support everything with cross-subsidy - *blog by Professor Mark E Smith, President and Vice-Chancellor of the University of Southampton and UCEA Board member*

<https://wonkhe.com/blogs/we-cant-support-everything-with-cross-subsidy/>

'Rip-off degrees' narrative will only limit opportunity

<https://www.thetimes.co.uk/article/rip-off-degrees-narrative-will-only-limit-opportunity-gzcktzxxk>

Foreign student boom puts university places for British pupils at risk

<https://www.thetimes.co.uk/article/41033358-329a-11ee-b04c-88a034803f06>

Middle-class students face losing out on places at Russell Group universities giving one in four places to foreign students who can pay £40,000 tuition fees, report warns

<https://www.dailymail.co.uk/news/article-12374925/Middle-class-students-face-losing-places-Russell-Group-universities-giving-one-four-places-foreign-students-pay-40-000-tuition-fees-report-warns.html>

Government

Policy divergence: Changes in student funding systems across the UK since 2002/03

<https://www.hepi.ac.uk/2023/08/10/policy-divergence-changes-in-student-funding-systems-across-the-uk-since-2002-03/>

What happened to the masterplan? The relationship between government and higher education

<https://www.hepi.ac.uk/2023/08/07/what-happened-to-the-masterplan-the-relationship-between-government-and-higher-education/>

UK universities are not a problem to be smashed with a hammer - blog by Professor Martin Jones, Vice-Chancellor and Chief Executive of Staffordshire University

<https://www.timeshighereducation.com/blog/uk-universities-are-not-problem-be-smashed-hammer>

Scottish Higher and A Level results

Scottish Highers - Results Day 2023

<https://www.gov.scot/news/results-day-2023/>

Nearly three-quarters of young Scottish students gain first choice university place

<https://www.ucas.com/corporate/news-and-key-documents/news/nearly-three-quarters-young-scottish-students-gain-first-choice-university-place>

Pass rate falls as Scottish pupils get exam results

<https://www.bbc.co.uk/news/uk-scotland-66429533>

Nearly 100,000 fewer top A-levels this year in grading plan, research suggests

<https://www.theguardian.com/education/2023/aug/07/a-level-grades-results-students-england-uk>

School leavers facing 'toughest ever fight' for university places

<https://www.dailymail.co.uk/news/article-12390919/School-leavers-face-one-toughest-battles-university-places-living-memory-level-results-published-week.html>

Of course foreign students should be welcomed, but our universities mustn't fill their coffers to the detriment of young Britons

<https://www.dailymail.co.uk/debate/article-12390931/STEPHEN-GLOVER-course-foreign-students-welcomed-universities-mustnt-coffers-detriment-young-Britons.html>

Other HE finances, funding and students

Over 339,000 students cast their views in National Student Survey

<https://www.officeforstudents.org.uk/news-blog-and-events/press-and-media/over-339-000-students-cast-their-views-in-national-student-survey/>

The student pizza parties are back over the Severn Bridge

<https://wonkhe.com/wonk-corner/the-student-pizza-parties-are-back-over-the-severn-bridge/>

Overseas students, immigration, Horizon and Brexit

Post-Brexit talent visa route gets just three applicants in two years

<https://www.researchprofessionalnews.com/rr-news-uk-politics-2023-8-post-brexit-talent-visa-gets-just-three-applicants-in-two-years/>

UK universities withdraw offers after Pearson cheating concerns

<https://thepienews.com/news/uk-universities-pearson-cheating/>

UK close to rejoining EU's Horizon research programme

<https://www.thetimes.co.uk/article/uk-close-to-rejoining-eus-horizon-research-programme-fdxfj2znn>

Frustration as Scotland waits for detail on Erasmus alternative

<https://www.timeshighereducation.com/news/frustration-scotland-waits-detail-erasmus-alternative>

Fines hiked for firms employing illegal migrants

<https://www.bbc.co.uk/news/uk-66422763>

No 10 suggests UK still EU member in tweet gaffe

<https://www.bbc.co.uk/news/uk-politics-66461563>

Other sector news

Almost nine in 10 students in England feel free to express their views – survey

<https://www.theguardian.com/education/2023/aug/10/almost-nine-in-10-students-in-england-feel-free-to-express-their-views-survey>

Outgoing ACU head: Commonwealth collaborations must go both ways

<https://www.timeshighereducation.com/news/outgoing-acu-head-commonwealth-collaborations-must-go-both-ways>

The evolving tertiary space in the UK: Meeting the skills needs through HE in FE

<https://www.hepi.ac.uk/2023/08/09/the-evolving-tertiary-space-in-the-uk-meeting-the-skills-needs-through-he-in-fe/>

What does Wes Streeting's new autobiography reveal about higher education?

<https://www.hepi.ac.uk/2023/08/08/what-does-wes-streetings-new-autobiography-reveal-about-higher-education/>

'Black sheep' should be banned, university staff warned

<https://mailonline.pressreader.com/article/281797108514593>

ID Manchester: university plots path for 'inclusive innovation'

<https://www.timeshighereducation.com/news/id-manchester-university-plots-path-inclusive-innovation>

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

HE specific

One in three of England's university starters 'may live at home' this year

<https://www.theguardian.com/education/2023/aug/10/one-in-three-of-englands-university-starters-may-live-at-home-this-year>

'I'm better off at home': UK commuter student says moving out not an option

<https://www.theguardian.com/education/2023/aug/10/im-better-off-at-home-uk-commuter-student-says-moving-out-not-an-option>

'Money worries' force third of freshers to live with parents

<https://www.telegraph.co.uk/news/2023/08/10/university-freshers-avoid-student-housing-home-rent-price/>

Government

Welsh Government - Written Statement: Update about Budget 2023-24

<https://www.gov.wales/written-statement-update-about-budget-2023-24>

Inflation and cost of living pressures

Rail commuters face 'new kick in teeth' with hefty season ticket rise

<https://www.standard.co.uk/news/transport/commuters-rail-fares-rise-season-tickets-inflation-falling-b1099835.html>

Northern Ireland - Holiday hunger: Families face challenges after food grants axed

<https://www.bbc.co.uk/news/uk-northern-ireland-66399979>

Price of eating out at Nando's and Pizza Express surges in past year

<https://www.thetimes.co.uk/article/5479e0d0-36dc-11ee-8810-d3022cd752ba>

Pay and tax

Wages squeezed in many parts of UK until end of 2024

<https://www.bbc.co.uk/news/business-66436792>

Real wages to grow in London but fall in West Midlands

<https://www.bbc.co.uk/news/business-66436792>

UK Heading Towards Five Years of Lost Economic Growth

<https://www.niesr.ac.uk/publications/uk-heading-towards-five-years-lost-economic-growth?type=uk-economic-outlook>

How much do junior doctors really get paid in England?

<https://www.bbc.co.uk/news/health-66360656>

Number of civil servants earning £100,000 salary almost doubles - despite pay freeze

<https://www.telegraph.co.uk/politics/2023/08/09/rise-in-senior-civil-service-whitehall-pay-freeze/>

MPs paid £10m for second jobs and freelance work over past year

<https://www.theguardian.com/politics/2023/aug/06/mps-paid-10m-for-second-jobs-and-freelance-work-over-past-year>

Jobs

REC - Report on Jobs: Muted confidence around the economic outlook drives steeper drop in permanent placements

<https://www.rec.uk.com/our-view/news/press-releases/report-jobs-muted-confidence-around-economic-outlook-drives-steeper-drop-permanent-placements>

Wilko to stay open for now in race to save jobs

<https://www.bbc.co.uk/news/uk-66460059>

Housing

UK house prices drop again as Halifax says first-time buyers are switching to smaller homes
<https://www.theguardian.com/money/2023/aug/07/uk-house-prices-drop-again-as-halifax-says-first-time-buyers-are-switching-to-smaller-homes>

Other economic

State pensions to cost more than education, policing and defence combined
<https://www.thetimes.co.uk/article/9a207f70-36cf-11ee-a54b-14a9a87cf1a8>

Yorkshire council warns of budget crisis as deficit reaches £47m
<https://www.theguardian.com/society/2023/aug/09/yorkshire-council-warns-of-budget-crisis-as-deficit-reaches-47m>

New ways of working

Work from home generation confess to not being 100% focused on the job
<https://www.thetimes.co.uk/article/323237a8-3622-11ee-a54b-14a9a87cf1a8>

Zoom orders workers back to the office
<https://www.bbc.co.uk/news/business-66432173>

Amazon starting to track and penalize workers who work from home too much
<https://www.theguardian.com/technology/2023/aug/11/amazon-starting-to-track-and-penalize-workers-who-work-from-home-too-much>

UK – other ‘National strikes’

Junior doctors in England launch fifth round of industrial action
<https://www.theguardian.com/society/2023/aug/11/junior-doctors-england-launch-fifth-round-industrial-action-nhs-strike>

Senior doctors plan 48-hour strike for September in England
<https://www.bbc.co.uk/news/health-66433405>

Education staff could strike in September - union (Scottish Unite members in schools)
<https://www.bbc.co.uk/news/uk-scotland-66411340>

Virgin Atlantic faces strike threat from pilots
<https://www.thetimes.co.uk/article/24d690be-33a6-11ee-bd0d-b217d7a83feb>

Gatwick airport strike: union warns of August bank holiday disruption
<https://www.thetimes.co.uk/article/60339afe-36ca-11ee-8810-d3022cd752ba>

Irr-Bru drivers walk out on first day of strike
<https://www.bbc.co.uk/news/uk-scotland-glasgow-west-66455140>

St Mungo's: Charity staff continue 'poverty wages' strike
<https://www.bbc.co.uk/news/uk-england-london-66460096>

Schools and FE

UK spends £13m on private schooling for diplomats' children
<https://www.theguardian.com/politics/2023/aug/10/uk-spends-13m-on-private-schooling-for-diplomats-children>

Apprenticeships

What are apprenticeships and how do I choose a good one?
<https://www.bbc.co.uk/news/articles/c51xenx7pvqo>

Other Health and Safety and wellbeing including Covid

England to deny Covid and flu jabs to under-65s despite fears for NHS this winter
<https://www.theguardian.com/society/2023/aug/08/england-to-deny-covid-and-flu-jabs-to-under-65s-amid-fears-for-nhs-this-winter>

Britons living in deprived areas have poorer sleep quality, study finds
<https://www.theguardian.com/lifeandstyle/2023/aug/07/britons-deprived-areas-poorer-sleep-quality-study>

Fitness: Only 5,000 steps a day needed to stay healthy, study shows
<https://www.bbc.co.uk/news/health-66440424>

AI

UK is ill-equipped to protect workers against pitfalls of AI

<https://www.theguardian.com/technology/2023/aug/09/uk-is-ill-equipped-to-protect-workers-against-pitfalls-of-ai>

AI text detectors aren't working. Is regulation the answer?

<https://www.timeshighereducation.com/news/ai-text-detectors-arent-working-regulation-answer>

Communications and data

Millions of UK voters' data accessible in cyber-attack, says Electoral Commission

<https://www.theguardian.com/technology/2023/aug/08/uk-electoral-commission-registers-targeted-by-hostile-hackers>

PSNI data breach: 'Family fears for my safety as a police officer'

<https://www.bbc.co.uk/news/uk-northern-ireland-66447388>

Local newspaper group National World makes ambitious bid for Daily Telegraph

<https://www.theguardian.com/media/2023/aug/10/local-newspaper-group-national-world-makes-ambitious-bid-for-daily-telegraph>

International HE and HR related

German 'experiment' with international tuition fees 'at an end'

<https://www.timeshighereducation.com/news/german-experiment-international-tuition-fees-end>

Final government takeovers feared amid Hungary rector search

<https://www.timeshighereducation.com/news/final-government-takeovers-feared-amid-hungary-rector-search>

Administrators in the majority in Australasian sector workforce

<https://www.timeshighereducation.com/news/administrators-majority-australasian-sector-workforce>

Australia - Most commencing students 'already have retirement funds'

<https://www.timeshighereducation.com/news/most-commencing-students-already-have-retirement-funds>

Urgent investment needed to 'save Canada's research system'

<https://www.timeshighereducation.com/news/urgent-investment-needed-save-canadas-research-system>

US - How much are public-college presidents paid?

<https://www.chronicle.com/article/president-pay-public-colleges/>

US - Students blocked from campus when COVID hit want money back. Some are getting refunds

<https://stateline.org/2023/08/08/students-blocked-from-campus-when-covid-hit-want-money-back-some-are-getting-refunds/>

US universities 'short-changed' by industry on research

<https://www.timeshighereducation.com/news/us-universities-short-changed-industry-research>

UPS driver pay and benefits deal in US to be worth \$170,000 a year, firm says

<https://www.bbc.co.uk/news/business-66445496>

Private university bids to beat elite to Japanese funding jackpot

<https://www.timeshighereducation.com/news/private-university-bids-beat-elite-japanese-funding-jackpot>

Professor suspended 'for denying all Indians have a lavatory'

<https://www.thetimes.co.uk/article/265fdc46-3505-11ee-8810-d3022cd752ba>

Personnel Today and Management Today

Use monitoring tech only with employees' consent, MPs say

<https://www.personneltoday.com/hr/worker-monitoring-tech-report/>

Employers not highlighting commitment to diverse recruitment

<https://www.personneltoday.com/hr/diverse-recruitment-survey-rec-2023/>

What the McDonald's scandal shows about the importance of governance

<https://www.managementtoday.co.uk/mcdonalds-scandal-shows-importance-governance/opinion/article/1832591>

'It's not me, it's you': Why organisations need to fix themselves, not their female staff


<https://www.managementtoday.co.uk/its-not-me-its-you-why-organisations-need-fix-themselves-not-female-staff/indepth/article/1832108>

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Sent: 14 July 2023 16:57
To: UCEA All Staff
Subject: UCEA Headlines 14.07.23

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's media releases

Joint statement on 14 July 2023

<https://www.ucea.ac.uk/news-releases/14july23/>

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

TV and Radio

Raj appeared on BBC Breakfast on Sunday 9 July at 8.20am – *no link*

Naga Munchetty on Radio 5 live Wednesday 12 July from 6.30 mins in. UCEA's quote at approximately 25 mins in

<https://www.bbc.co.uk/sounds/play/m001nn61>

News media

University chiefs and unions to meet after marking boycott leaves thousands of students without grades

<https://news.sky.com/story/university-chiefs-and-unions-to-meet-after-marking-boycott-leaves-thousands-of-students-without-grades-12920732>

UCU pushes universities to up pay offer after public sector rises

<https://www.timeshighereducation.com/news/ucu-pushes-universities-pay-offer-after-public-sector-rises>

Unite ballot

Unite Scotland - University Workers to be balloted for strike action

<https://www.unitetheunion.org/news-events/news/2023/july/university-workers-to-be-balloted-for-strike-action/>

Workers at 10 Scottish universities balloted for strike action - PA news used by various inc The Herald, Evening Standard, Mail Online, The Independent

<https://www.standard.co.uk/business/business-news/workers-at-10-scottish-universities-balloted-for-strike-action-b1093612.html>

University workers to be balloted on strike action amid pay dispute

<https://news.stv.tv/scotland/university-workers-across-scotland-to-be-balloted-for-strike-action-amid-ongoing-pay-dispute>

Membership issues

Pay negotiating body suspends Queen's University Belfast for three years for outside agreement (PA news also Irish News)

<https://www.itv.com/news/utv/2023-07-11/qub-suspended-for-three-years-by-pay-negotiating-body>

Queen's University Belfast thrown out of Ucea over local pay deal

<https://www.timeshighereducation.com/news/queens-university-belfast-thrown-out-ucea-over-local-pay-deal>

Queen's University Belfast suspended from Ucea

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-queen-s-university-belfast-suspended-from-ucea/>

UCEA mentioned

Union steps up efforts to end higher education workers' struggle

<https://www.wsws.org/en/articles/2023/07/11/ucus-j11.html>

Universities: Strikes - Written (Westminster) Parliamentary Q&A including data from UCEA

<https://questions-statements.parliament.uk/written-questions/detail/2023-07-06/192807>

Other JNCHES 'related' coverage inc MAB

'Nervous' recruiters look beyond degrees amid marking delays

<https://www.timeshighereducation.com/news/nervous-recruiters-look-beyond-degrees-amid-marking-delays>

Student fears having to quit UK over uni marking boycott

<https://www.bbc.co.uk/news/uk-scotland-edinburgh-east-fife-66163344>

'Outrageously disrespectful': The view from the picket line

<https://www.varsity.co.uk/features/25863>

Watch: Students urge university to give striking staff a pay rise during graduation

<https://www.telegraph.co.uk/news/2023/07/12/university-of-edinburgh-students-striking-staff-graduation/>

University strikes have stolen my degree and future prospects

<https://www.telegraph.co.uk/news/2023/07/14/university-strikes-have-stolen-my-degree-and-future-prospect/>

Aberdeen University broke data rules with colour-coded strikers chart

<https://www.thetimes.co.uk/article/63ff7488-20da-11ee-9b6f-7186ba87ded7>

Imperial College workers in three unions strike for pay

<https://socialistworker.co.uk/news/imperial-college-workers-in-three-unions-strike-for-pay/>

Other sector HR and related

University of East Anglia: Staff striking over redundancy threat

<https://www.bbc.co.uk/news/uk-england-norfolk-66170863>

Sector pensions and related

Investors including USS agree £750m boost for Thames Water

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-investors-including-uss-agree-750m-boost-for-thames-water/>

Sector TU media releases and related

Public sector pay award shows university bosses must move on pay

<https://www.ucu.org.uk/article/13078/Public-sector-pay-award-shows-university-bosses-must-move-on-pay>

UCU - The Friday email: 7 July 2023

<https://www.ucu.org.uk/article/13063/The-Friday-email-7-July-2023>

Government must raise 'out-of-date' mileage rates for struggling public service staff, says UNISON

<https://www.unison.org.uk/news/article/2023/07/government-must-raise-out-of-date-mileage-rates-for-struggling-public-service-staff-says-unison/>

New wave of strikes on way, Unite leader Sharon Graham warns

<https://www.bbc.co.uk/news/uk-politics-66195753>

NI: Education Authority workers vote overwhelmingly to strike action for pay & grading implementation

<https://www.unitetheunion.org/news-events/news/2023/june/ni-education-authority-workers-vote-overwhelmingly-to-strike-action-for-pay-grading-implementation/>

ONS: Pay is still falling behind inflation

<https://www.unitetheunion.org/news-events/news/2023/june/ons-pay-is-still-falling-behind-inflation/>

TUC: Ministers backdown on mandatory ethnicity pay gap reporting is "another huge let down for BME workers"

<https://www.tuc.org.uk/news/tuc-ministers-backdown-mandatory-ethnicity-pay-gap-reporting-another-huge-let-down-bme-workers>

Public Service pay

Millions of public sector workers to get pay rise

<https://www.bbc.co.uk/news/uk-politics-6618850>

Joint Statement on Teachers' Pay: 13 July 2023

<https://www.gov.uk/government/news/joint-statement-on-teachers-pay-13-july-2023>

Teacher pay: 6.5% rise 'unlikely' to make 'significant difference'

<https://www.tes.com/magazine/news/general/teacher-pay-rise-unlikely-significant-difference>

Rishi Sunak driving doctors out of NHS with pay offer, say union leaders

<https://www.theguardian.com/society/2023/jul/13/rishi-sunak-driving-doctors-out-of-nhs-with-pay-offer-say-union-leaders>

UK – other 'National strikes'

Teacher strikes: NASUWT members vote for strike action

<https://www.bbc.co.uk/news/education-66174906>

Teachers in England vote for strike action in autumn over pay

<https://www.theguardian.com/education/2023/jul/12/teachers-in-england-vote-to-strike-in-autumn-over-pay>

English teaching unions to strike during Tory conference if pay deal rejected

<https://www.theguardian.com/education/2023/jul/09/english-teaching-unions-strike-tory-conference>

Ministers 'have obliterated morale': junior doctors on first day of strike

<https://www.theguardian.com/society/2023/jul/13/ministers-have-obliterated-morale-junior-doctors-on-first-day-of-strike>

Junior doctors in England start five-day strike

<https://www.bbc.co.uk/news/health-66162538>

Consultants would call off strike for 12.4% NHS pay deal

<https://www.theguardian.com/society/2023/jul/09/consultants-strike-nhs-pay-deal-offer>

Northern Ireland - Nurses' strike: RCN warns of further action over pay row

<https://www.bbc.co.uk/news/uk-northern-ireland-66195577>

Tube strikes: London Underground drivers in two days of stoppages in July

<https://www.thetimes.co.uk/article/cfa51226-1f48-11ee-a0e9-e23dc75d995a>

High court verdict on agency workers and strikes

High court quashes rules letting agency workers cover for UK strikers

<https://www.theguardian.com/uk-news/2023/jul/13/strikers-agency-workers-high-court-verdict>

Using agency staff to cover strikes ruled unlawful

<https://www.bbc.co.uk/news/business-66187748>

Tory government suffers major defeat as High Court rules its "strike-breaking" agency worker regulations unlawful

<https://www.tuc.org.uk/news/tory-government-suffers-major-defeat-high-court-rules-its-strike-breaking-agency-worker>

High Court rules 'strike-breaking' agency worker regulations unlawful

<https://www.unison.org.uk/news/2023/07/high-court-rules-strike-breaking-agency-worker-regulations-unlawful/>

HE funding and related

Few UK universities raise overseas fees in line with inflation

<https://www.timeshighereducation.com/depth/few-uk-universities-raise-overseas-fees-line-inflation>

The UK's university funding systems need a bold resetting

<https://www.timeshighereducation.com/blog/uks-university-funding-systems-need-bold-resetting>

Transition to net zero 'will cost UK universities £37 billion'

<https://www.timeshighereducation.com/news/transition-net-zero-will-cost-uk-universities-ps37-billion>

Britain's life sciences losing foreign backers

<https://www.thetimes.co.uk/article/882dfb78-21ba-11ee-b9dc-95034bbd78f3>

UKRI

UKRI publishes annual report

<https://www.ukri.org/news/ukri-publishes-annual-report-2022-to-2023/>

Notice of Research England funding payments in August 2023

<https://www.ukri.org/publications/notice-of-research-england-funding-payments-in-august-2023/>

Other HE finances and students

Universities spent average of £3 million each on 2021 REF

<https://www.timeshighereducation.com/news/universities-spent-average-ps3-million-each-2021-ref>

REF 2021: female academics 'much less likely' to be submitted

<https://www.timeshighereducation.com/news/ref-2021-female-academics-much-less-likely-be-submitted>

Elite universities take record share of Ucas applications

<https://www.timeshighereducation.com/news/elite-universities-take-record-share-ucas-applications>

International students want to keep some lectures online – survey

<https://www.timeshighereducation.com/news/international-students-want-keep-some-lectures-online-survey>

Student housing crisis looms as landlord Unite says properties already 98% full

<https://www.standard.co.uk/business/student-housing-crisis-looms-as-housing-provider-unite-warns-properties-already-98-full-b1093276.html>

Unite raises rents as students queue at the door

<https://www.thetimes.co.uk/article/unite-raises-rents-as-students-queue-at-the-door-ptlf3s52b>

Immigration, Horizon and Brexit

Universities ignore 'New Conservative' agenda 'at their peril'

<https://www.timeshighereducation.com/news/universities-ignore-new-conservative-agenda-their-peril>

Migrant workers' fee for using NHS could double to £1,200 in effort to cut queues

<https://www.thetimes.co.uk/article/93e3d42e-1dc3-11ee-a1d2-5f915afc01a5>

Other sector news

Despite some huge changes, the last 20 years of higher education policy have left some big questions unresolved

<https://www.hepi.ac.uk/2023/07/12/despite-some-huge-changes-the-last-20-years-of-higher-education-policy-have-left-some-big-questions-unresolved/>

Resetting relations between the Office for Students and universities

<https://www.hepi.ac.uk/2023/07/10/resetting-relations-between-ofs-and-universities/>

New Cambridge University chief comes out fighting for free speech

<https://www.thetimes.co.uk/article/ba8fb792-1ca0-11ee-8434-240b5ab9f9b1>

Apprenticeships

Standards, starts and achievements: Quality and growth in the HE apprenticeship market

<https://www.hepi.ac.uk/2023/07/14/standards-starts-and-achievements-quality-and-growth-in-the-he-apprenticeship-market/>

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

Inflation and cost of living pressures

How much?! See how the cost of a barbecue has gone up in the UK

<https://www.theguardian.com/business/2023/jul/07/how-much-see-how-the-cost-of-a-barbecue-has-gone-up-in-the-uk>

One in 20 adults run out of food as prices soar

<https://www.bbc.co.uk/news/business-66199622>

Pay and tax

Record pay rises fuel fresh inflation fears

<https://www.bbc.co.uk/news/business-66156713>

Record UK pay growth adds to pressure for interest rate rise

<https://www.theguardian.com/business/2023/jul/11/uk-pay-growth-interest-rate-rise-jeremy-hunt-inflation>

Covid illness legacy costs £16bn a year in benefits and lost taxes

<https://www.thetimes.co.uk/article/c5e288c6-21ba-11ee-b9dc-95034bbd78f3>

Royal Mail dispute ends as staff accept 10% pay rise

<https://www.thetimes.co.uk/article/dd48dfb4-2030-11ee-a0e9-e23dc75d995a>

Ivy staff anger after restaurant chain cuts their share of service charge

<https://www.theguardian.com/business/2023/jul/08/ivy-staff-anger-after-restaurant-chain-cuts-their-share-of-service-charge>

Living 'wages'

UK cost of living payments were ineffective sticking plaster, IFS says

<https://www.theguardian.com/business/2023/jul/13/uk-cost-of-living-payments-were-ineffective-sticking-plaster-ifs-says>

Housing

Mortgage payments set to jump by £500 for one million households

<https://www.bbc.co.uk/news/business-66172954>

Renting a room in UK tops £700 a month on average

<https://www.theguardian.com/money/2023/jul/12/renting-a-room-in-uk-now-tops-700-a-month-on-average>

Scotland - More than half of households in some areas face big council tax rise

<https://www.thetimes.co.uk/article/39346a1a-20e4-11ee-b9dc-95034bbd78f3>

Local Government

Nottinghamshire County Council votes to leave County Hall

<https://www.bbc.co.uk/news/uk-england-nottinghamshire-66192391>

Some Knowsley Council staff could transfer to Trafford

<https://www.bbc.co.uk/news/uk-england-merseyside-66201267>

Guildford Borough Council imposes controls amid bankruptcy fears

<https://www.bbc.co.uk/news/uk-england-surrey-66188834>

Other economic

Debt levels to hit 300% of GDP 'in 50 years', OBR warns

<https://www.thetimes.co.uk/article/b5040f56-21a7-11ee-b9dc-95034bbd78f3>

Excess deaths continue to fall, but remain above pre-pandemic levels

<https://www.professionalphesions.com/news/4119966/excess-deaths-continue-fall-remain-pre-pandemic-levels>

New ways of working

Rightwing lobby group campaigns to undermine UK four-day week

<https://www.theguardian.com/society/2023/jul/07/rightwing-lobby-group-campaigns-to-undermine-uk-four-day-week>

Mental health in HE

Understanding Student Mental Health Inequalities: Part-time, distance learner and commuter students

<https://www.studentminds.org.uk/mh-inequalities-non-traditional-students.html>

Other Health and Safety and wellbeing

Disability staff are overwhelmed and exhausted

<https://wonkhe.com/blogs/disability-staff-are-overwhelmed-and-exhausted/>

London at risk of major measles outbreak, UK Health Security Agency warns

<https://www.theguardian.com/society/2023/jul/14/measles-outbreak-risk-london-uk-health-security-agency-mmr-vaccine-take-up>

Legionella found in Paisley hospital's water supply

<https://www.bbc.co.uk/news/uk-scotland-glasgow-west-66195783>

Communications and data

Twitter faces legal challenge after failing to remove reported hate tweets

<https://www.theguardian.com/technology/2023/jul/10/twitter-faces-legal-challenge-after-failing-to-remove-reported-hate-tweets>

Other UK pay, pensions and HR related

Chancellor's Mansion House Reforms to boost typical pension by over £1,000 a year

<https://www.gov.uk/government/news/chancellors-mansion-house-reforms-to-boost-typical-pension-by-over-1000-a-year>

Recruiter Hays cuts staff as clients go flexible

<https://www.thetimes.co.uk/article/7ddc29f4-21b2-11ee-b9dc-95034bbd78f3>

Top City lawyers at Allen & Overy accept a pay cut

<https://www.thetimes.co.uk/article/af3eb878-219d-11ee-b9dc-95034bbd78f3>

UK politicians to investigate sexism in the City

<https://www.ft.com/content/9df3f9b1-d7ae-489a-ac9e-bc5f8f929e37>

Channel 4 chief awarded nearly £1.5m salary in 2022

<https://www.theguardian.com/media/2023/jul/12/channel-4-chief-alex-mahon-awarded-nearly-15m-salary-in-2022>

CV not up to job as brewer Molson Coors seeks diversity

<https://www.thetimes.co.uk/article/9f8e0980-20c9-11ee-b9dc-95034bbd78f3>

International HE and HR related

Overseas student caps in limbo after Dutch government collapses

<https://www.timeshighereducation.com/news/overseas-student-caps-limbo-after-dutch-government-collapses>

Australian universities report finds quality of education eroded by 'long-term underfunding'

<https://www.theguardian.com/australia-news/2023/jul/12/australian-universities-report-finds-quality-of-education-eroded-by-long-term-underfunding>

Amid mergers, does size matter for Australian universities?

<https://www.timeshighereducation.com/news/amid-mergers-does-size-matter-australian-universities>

'Three in four' Australians concerned about mounting student debt

<https://www.timeshighereducation.com/news/three-four-australians-concerned-about-mounting-student-debt>

University of California faculty threaten new strike action

<https://www.timeshighereducation.com/news/university-california-faculty-threaten-new-strike-action>

Hollywood actors announce strike in first joint action with writers in 60 years

<https://www.theguardian.com/us-news/2023/jul/13/hollywood-actors-union-recommends-strike-as-talks-deadline-passes>

India climbs to third among G20 nations for research output

<https://www.timeshighereducation.com/news/india-climbs-third-among-g20-nations-research-output>

Personnel Today and Management Today

Bill to introduce legal definition of bullying at work

<https://www.personneltoday.com/hr/bill-to-introduce-legal-definition-of-bullying-at-work/>

UK needs more EU workers, says former cabinet minister

<https://www.personneltoday.com/hr/eu-youth-mobility-scheme-young-workers-immigration-visa/>

Quarter of UK workforce expect to quit in a year, says PwC survey

<https://www.managementtoday.co.uk/quarter-uk-workforce-expect-quit-year-says-pwc-survey/indepth/article/1827161>

112% increase in ransomware attacks on UK businesses last year

<https://www.managementtoday.co.uk/112-increase-ransomware-attacks-uk-businesses-last-year/the-big-hack/article/1828926>


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Dear colleague,

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

Have a good weekend

Andy and Marc

Save the date!

This year's UCEA communications conference **HE Cyclical Crises: disputes and disruptions reflections and preparations** will take place at Woburn House on **Tuesday 1 November**.

Sector pensions

TPR and ICO urged to align 'unintentionally conflicting' guidance - *refers to USS*

www.pensionsage.com/pa/TPR-and-ICO-urged-to-align-unintentionally-conflicting-guidance.php

Ombudsman partly upholds Teachers' Pensions complaint

www.professionalpensions.com/news/4056346/ombudsman-partly-upholds-teachers-pensions-complaint

Government presses ahead with NHS scheme uplifts

www.pensions-expert.com/DB-Derisking/Government-presses-ahead-with-NHS-scheme-uplifts

Sector trade union media releases and coverage

It was wrong to postpone the TUC – don't demobilise the movement. – *UCU Left*

<https://uculeft.org/it-was-wrong-to-postpone-the-tuc-dont-demobilise-the-movement/>

Unprecedented 10 days of strike action to hit English (*FE*) colleges over low pay

www.ucu.org.uk/article/12499/Unprecedented-10-days-of-strike-action-to-hit-English-colleges-over-low-pay

UNISON recommends council workers accept pay deal as it launches consultative ballot - *UNISON Scotland*

<https://unison-scotland.org/unison-recommends-council-workers-accept-pay-deal-as-it-launches-consultative-ballot/>

Inflation: Current levels continue to threaten living standards of millions

www.unitetheunion.org/news-events/news/2022/september/inflation-current-levels-continue-to-threaten-living-standards-of-millions/

Construction workers thrown into pay limbo over Queen's funeral bank holiday

www.unitetheunion.org/news-events/news/2022/september/construction-workers-thrown-into-pay-limbo-over-queen-s-funeral-bank-holiday/

Scrapping bankers' bonus cap a grave insult to workers

www.unitetheunion.org/news-events/news/2022/september/scrapping-bankers-bonus-cap-a-grave-insult-to-workers/

Amazon workers begin first ever UK strike ballot

www.gmb.org.uk/news/amazon-workers-begin-first-ever-uk-strike-ballot

Union in dispute with some of its own staff over pay and home working - *Usdaw and GMB are involved*

www.theguardian.com/politics/2022/sep/13/union-in-dispute-with-some-of-its-own-staff-over-pay-and-home-working

Other sector HR

Early career researchers can help fix peer review delays

www.timeshighereducation.com/blog/early-career-researchers-can-help-fix-peer-review-delays

Let's keep teaching and research together

www.timeshighereducation.com/blog/lets-keep-teaching-and-research-together

Researchers are wounded in academia's gender wars

www.timeshighereducation.com/depth/researchers-are-wounded-academias-gender-wars

HE finances, funding and students

Fears for UK research budget as Truss focuses on energy

www.timeshighereducation.com/news/fears-uk-research-budget-truss-focuses-energy

Admissions 'sea change' leaves thousands without university place

www.timeshighereducation.com/news/admissions-sea-change-leaves-thousands-without-university-place

'Devastated' UK students forced to live in neighbouring cities in university accommodation crisis

www.theguardian.com/education/2022/sep/10/devastated-uk-students-forced-to-live-in-neighbouring-cities-in-university-accommodation-crisis

Now stay-at-home students turn to OU

www.dailymail.co.uk/news/article-11200805/Students-flocking-Open-University-study-home.html

The Budget and the 'new government'

Mini budget for tax cuts and energy plan set for next week

www.professionalpensions.com/news/4056461/mini-budget-tax-cuts-energy-plan-set

Dear PM, here's a must-do list... *(views from the HE sector)*

www.timeshighereducation.com/opinion/dear-pm-heres-must-do-list

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

UK inflation falls to 9.9% after drop in petrol prices

www.theguardian.com/business/2022/sep/14/uk-inflation-falls-amid-cost-of-living-crisis

UK inflation: Milk, cheese and eggs push food price rises to 14-year high

www.bbc.co.uk/news/uk-62891168

Pound hits new 37-year low as retail sales slide

www.bbc.com/news/business-62923994

UK pay growth lags behind inflation as cost of living crisis bites

www.theguardian.com/business/2022/sep/13/uk-real-pay-inflation-cost-of-living-crisis-unemployment

Britain's lowest-paid workers say finances have never been worse

www.theguardian.com/business/2022/sep/16/lowest-paid-workers-britain-finances-living-wage-foundation-poll

Fall in real wages one of highest in the OECD

www.thetimes.co.uk/article/33788b42-3058-11ed-96fb-e8279a2aa443

Cost of living help is not a (pension) scheme's responsibility

www.professionalpensions.com/news/4056344/cost-living-help-schemes-responsibility

Mixed reaction to temporary pauses on (pension) contributions

www.professionalpensions.com/news/4056418/mixed-reaction-temporary-pauses-contributions

US inflation remains high despite lower petrol prices

www.bbc.co.uk/news/business-62884288

US mortgage rates hit 14-year high as inflation soars

www.bbc.com/news/business-62918085

Sainsbury's raises staff pay again as part of £25m support package

www.theguardian.com/business/2022/sep/13/sainsburys-raises-staff-pay-living-costs-support-package

John Lewis suffers first half loss of £99m and warns of risk to staff bonuses

www.theguardian.com/business/2022/sep/15/john-lewis-suffers-first-half-loss-of-99m-as-inflation-hits-trade

September Labour Market Statistics: Comment from the Institute for Employment Studies

www.employment-studies.co.uk/news/september-labour-market-statistics-comment-institute-employment-studies-0

Jump in long-term illness removing millions from the workforce

www.thetimes.co.uk/article/6e96ea58-339a-11ed-838f-27529d647dcb

Life begins at 40 — but then work stress peaks at 45

www.thetimes.co.uk/article/9cc267de-3388-11ed-a08f-af84e8072b22

Financial giant Goldman Sachs set for hundreds of layoffs

www.bbc.co.uk/news/business-62885047

Clarence House staff told jobs are at risk

www.bbc.co.uk/news/uk-62897488

UK – ‘National strikes’ and pay claims

NHS is ‘over the precipice’, warns nurses’ leader as strike vote looms

www.theguardian.com/society/2022/sep/11/nhs-is-over-the-precipice-warns-nurses-leader-as-strike-vote-looms

(Scottish) Secondary school teachers reject 5% pay offer and back strike action

www.bbc.co.uk/news/uk-scotland-62906284

French air traffic control strike affects thousands of passengers

www.bbc.com/news/business-62924064

Amazon workers in Coventry 'making history' with strike ballot

www.bbc.co.uk/news/uk-england-coventry-warwickshire-62914104

Port of Felixstowe: Further strike action planned

www.bbc.co.uk/news/uk-england-suffolk-62886600

Covid and new ways of working

Students overwhelmingly reject online-only learning

<https://universitybusiness.co.uk/students/students-overwhelmingly-reject-online-only-learning/>

UK Covid infections lowest since last October

www.bbc.co.uk/news/health-62876420

Flexi-staff conflict provides challenge

www.thetimes.co.uk/article/793d9594-31cc-11ed-a08f-af84e8072b22

Warning that post-lockdown jobs boom is ending

www.bbc.co.uk/news/business-62877700

Sector News

UK university rankings revealed: The Times league table

www.thetimes.co.uk/article/0dd5f31a-f78f-11ea-b012-d049e46a41a9

Free speech

Theory that university makes people liberal ‘spurious’ – study

www.timeshighereducation.com/news/theory-university-makes-people-liberal-spurious-study

Immigration, EU, Horizon and Brexit

Postgraduate battles cancer and university to stay in UK

www.timeshighereducation.com/news/postgraduate-battles-cancer-and-university-stay-uk

Record number of migrants with tech skills apply for UK visas

www.thetimes.co.uk/article/b055617e-2f47-11ed-9b12-7a2e56f7aeb6

Schools and FE

England’s FE colleges face ‘unprecedented’ wave of strikes

www.theguardian.com/education/2022/sep/12/englands-fe-colleges-face-unprecedented-wave-of-strikes

Apprenticeship levy

Clamour for apprenticeships puts dent in numbers heading to university

www.thetimes.co.uk/article/a63761f6-3122-11ed-8aac-a88bcab0d5ab

Communications and data

Google faces €25bn legal action in UK and the EU

www.bbc.co.uk/news/technology-62891769

US school app accounts hacked to send explicit image

www.bbc.co.uk/news/technology-62914010

#MeToo

Will we improve evidence gathering on sexual violence?

<https://wonkhe.com/wonk-corner/are-uuk-right-to-deny-requests-for-evidence-gathering-on-sexual-violence/>

How to move from reactive to proactive in handling sexual misconduct

<https://wonkhe.com/blogs/how-to-move-from-reactive-to-proactive-in-handling-sexual-misconduct/>

Other UK pay, pensions and HR

'Edinburgh's (*council*) staff will get extra day off due to state funeral

www.thetimes.co.uk/article/64031c7a-33ad-11ed-a08f-af84e8072b22

UK retirement security sees decline for fifth year in a row - UK ranks 19th out of 44 countries for retirement confidence

www.professionalpensions.com/news/4056215/uk-retirement-security-decline-fifth-row

LGA calls for mandatory national insurance data in dashboards

www.pensions-expert.com/DB-Derisking/LGA-calls-for-mandatory-national-insurance-data-in-dashboards

Gender pensions gap: Where are we now?

www.pensions-expert.com/Special-Features/CPD/Gender-pensions-gap-Where-are-we-now

International HE and HR related

Norwegian universities fear EU exclusion under technology rules

www.timeshighereducation.com/news/norwegian-universities-fear-eu-exclusion-under-technology-rules

Pregnant French MPs demand maternity leave

www.thetimes.co.uk/article/c0c3aa42-3506-11ed-838f-27529d647dcb

Canada pushed for commitment on tackling student visa delays

www.timeshighereducation.com/news/canada-pushed-commitment-tackling-student-visa-delays

(US) Female academics' career opportunities 'reduced after #MeToo'

www.timeshighereducation.com/news/female-academics-career-opportunities-reduced-after-metoo

Gender pay gap hits (US) university faculty

<https://universitybusiness.com/gender-pay-gap-hits-university-faculty/>

Michigan State president resisting trustees' bid to oust him

www.timeshighereducation.com/news/michigan-state-president-resisting-trustees-bid-oust-him

Colombia University 'cheated to boost Ivy League ranking'

www.thetimes.co.uk/article/ba8518d4-3392-11ed-a08f-af84e8072b22

Calling bakery racist for chasing a thief costs university in Ohio \$37m

www.thetimes.co.uk/article/5aeb126a-305f-11ed-96fb-e8279a2aa443

Mass firings, wage cuts and open hostility: workers are burnt out but still unionizing

www.theguardian.com/us-news/2022/sep/13/unions-starbucks-trader-joes-chipotle-petco

First US rail strike in 30 years averted with tentative deal - Biden

www.bbc.co.uk/news/world-us-canada-62908922

Overseas students struggle to get documents to return to China

www.timeshighereducation.com/news/overseas-students-struggle-get-documents-return-china

Personnel Today and Management Today

Queen Elizabeth II national mourning: Five HR issues

www.personneltoday.com/hr/national-mourning-hr-issues/

Illness and fewer part-time jobs see drop in over 50s in work

www.personneltoday.com/hr/fall-in-over-50s-in-work-2022/

Labour market 'losing momentum' as unemployment hits record low

www.personneltoday.com/hr/ons-job-statistics-september-2022-unemployment-record-low/

Employees are giving an inch, CEOs are taking a mile

www.managementtoday.co.uk/employees-giving-inch-ceos-taking-mile/opinion/article/1798558

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.

Marc D Whittaker

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The ongoing Covid-19 pandemic means that UCEA staff are mainly working remotely. UCEA is working hard to help the sector and our members navigate staffing issues in particular so apologies if it takes slightly longer to respond to enquiries. Please use our website as it is our vital platform to serve members' needs, including links to sources of information and advice on coronavirus.

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

From: Andy Fryer <andyfryer@ucea.ac.uk>
Sent: 18 August 2023 16:52
To: Enquiries (UCEA)
Cc: Andy Fryer; Marc Whittaker
Subject: UCEA Headlines 18.08.23

CAUTION: This email originated from outside the University of Dundee. Do not click links or open attachments unless you recognise the sender's email address and know the content is safe.

Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA comment on the outcome of UCU's HEC

<https://www.ucea.ac.uk/news-releases/14aug23/>

UCEA comment on the letter from the Minister for Skills, Apprenticeships and HE

<https://www.ucea.ac.uk/news-releases/13aug23/>

UCEA responded to the Minister for Skills, Apprenticeships and HE on 16 August. For the exchange of letters see:

<https://www.ucea.ac.uk/our-work/collective-pay-negotiations-landing/2023-24-new-jnches-pay-round/>

UCU's

UCU demands employers bring an end to disruption as A-level and BTEC results are published

<https://www.ucu.org.uk/article/13144/UCU-demands-employers-bring-an-end-to-disruption-as-A-level-and-BTEC-results-are-published>

More strike action to hit universities as employers refuse to negotiate

<https://www.ucu.org.uk/article/13141/More-strike-action-to-hit-universities-as-employers-refuse-to-negotiate>

Strike action, MAB consultation and rebalot

<https://www.ucu.org.uk/article/13142/Strike-action-MAB-consultation-and-reballot>

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

Coverage related to UCU's HEC announcement

UK universities face more strikes unless employers resume talks, union warns

<https://www.theguardian.com/education/2023/aug/14/uk-universities-face-more-strikes-unless-employers-resume-talks-union-warns>

UCU plans fresh strikes for start of new academic year

<https://www.timeshighereducation.com/news/ucu-plans-fresh-strikes-start-new-academic-year>

PA news - Universities to be hit with more strikes before end of September, says union

<https://www.gazetteherald.co.uk/news/national/23722719.universities-hit-strikes-end-september-says-union/>

More university strike days planned for September

<https://www.bbc.co.uk/news/education-66504806>

Pay row: More strikes and fresh industrial action ballot planned

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-8-pay-row-more-strikes-and-fresh-industrial-action-ballot-planned/>

Lecturers vote for new strikes as pay dispute enters second academic year

<https://morningstaronline.co.uk/article/b/lecturers-vote-for-new-strikes-as-pay-dispute-enters-second-academic-year>

UCEA mentioned

Students face returning to more lecturers' strikes

<https://www.thetimes.co.uk/article/d8ce2d72-3ae8-11ee-81cd-1bf34cc855cb>

Coverage related to the letter from the Minister

Minister Halfon writes to UCU and UCEA on Higher Education strikes – *includes both letters*

<https://www.fenews.co.uk/education/minister-halfon-writes-to-ucu-and-ucea-on-higher-education-strikes/>

University marking boycott: Robert Halfon calls for talks to end dispute

<https://www.bbc.co.uk/news/uk-66492514>

University marking boycott: government urges both sides to negotiate

<https://www.theguardian.com/education/2023/aug/13/university-marking-boycott-government-urges-both-sides-to-negotiate>

UK universities and unions urged to negotiate as strikes hit students

<https://www.ft.com/content/e77bb2c8-8d9b-48f8-8573-5e47e7009118>

End 'unacceptable' degree marking boycott, Halfon urges – *also includes quotes from Professor Adam Tickell, Vice-Chancellor of the University of Birmingham and UCEA Board from Today (below)*

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-8-end-unacceptable-degree-marking-boycott-halfon-urges/>

Today 14 August 2023 – *Jo Grady and Professor Adam Tickell, Vice-Chancellor of the University of Birmingham and UCEA Board member discussing the MAB*

<https://www.bbc.co.uk/sounds/play/m001pmbg> - from 2:38

UCEA quoted/mentioned

Newsnight 16 August - Universities under pressure

<https://www.bbc.co.uk/iplayer/episode/m001pp9g/newsnight-16082023>

End 'unacceptable' marking boycott, minister tells lecturers

<https://www.telegraph.co.uk/news/2023/08/13/end-unacceptable-marking-boycott-robert-halfon-lecturers/>

Parents protest as lecturer strikes deny children their degrees

<https://www.thetimes.co.uk/article/eb658190-3c75-11ee-81cd-1bf34cc855cb>

PA news - University employers and union should discuss end to marking boycott – minister

<https://www.standard.co.uk/business/business-news/university-employers-and-union-should-discuss-end-to-marking-boycott-minister-b1100385.html>

DAVID BLUNKETT: Striking academics, record dropout rates and good luck finding somewhere to live... our university crisis fills me with despair

<https://www.dailymail.co.uk/debate/article-12406733/DAVID-BLUNKETT-university-crisis-fills-despair.html>

Other UCU

UCU Left - HEC report 14 August 23 – Two steps forward, one step back

<https://uculeft.org/hec-report-2-steps-forward-1-step-back/>

UCU sanctions further UK strikes only to maintain control of its members

<https://www.wsws.org/en/articles/2023/08/15/owbu-a15.html>

Workers at universities back rebalot for strikes – *insider information on the HEC*

<https://socialistworker.co.uk/news/workers-at-universities-back-reballot-for-strikes/>

Lessons from our higher education disputes in 2022/23

<https://ucuccommons.org/2023/08/15/lessons-from-our-higher-education-disputes-in-2022-23/>

Why we don't want an immediate rebalot: a view from the grassroots at the University of Edinburgh

<https://ucuccommons.org/2023/08/11/why-we-dont-want-an-immediate-reballot-a-view-from-the-grassroots-at-the-university-of-edinburgh/>

UCU Scotland urged to clarify support for David Miller

<https://www.heraldscotland.com/news/23717885.ucu-scotland-urged-clarify-support-david-miller/>

Other JNCHES 'related' coverage inc MAB

Families' fury over £30,000 fees for no degree – *letters to the THE*

<https://www.thetimes.co.uk/article/27c8e1f8-377c-11ee-b26c-71fc5438c507>

Sector pensions

Average total LGPS contribution rate falls

<https://www.lgcplus.com/finance/average-total-lgps-contribution-rate-falls-14-08-2023/>

Other sector HR and related

Professional staff call for holiday equality with academics

<https://www.timeshighereducation.com/news/professional-staff-call-holiday-equality-academics>

Researchers targeted in culture wars offered more protection

<https://www.timeshighereducation.com/news/researchers-targeted-culture-wars-offered-more-protection>

University provides safe haven for scholars fleeing Hong Kong

<https://www.timeshighereducation.com/news/university-provides-safe-haven-scholars-fleeing-hong-kong>

Birmingham university support staff to strike on A-level results day

<https://www.expressandstar.com/news/education/2023/08/14/birmingham-university-support-staff-to-strike-on-a-level-results-day/>

UHI workers to be balloted on strike action

<https://www.obantimes.co.uk/2023/08/15/uhi-workers-to-be-balloted-on-strike-action/>

Other sector TU media releases and related

Take the UNISON equalities survey

<https://www.unison.org.uk/news/2023/08/take-the-unison-equalities-survey/>

TUC calls on government to “do the right thing” and grant special bank

<https://www.tuc.org.uk/news/tuc-calls-government-do-right-thing-and-grant-special-bank-holiday-if-lionesses-win-world-cup>

TUC – UK economy is “far from out of the woods”

<https://www.tuc.org.uk/news/tuc-uk-economy-far-out-woods>

Number of BME workers in insecure work has “boomed” over past decade, TUC warns

<https://www.tuc.org.uk/news/number-bme-workers-insecure-work-has-boomed-over-past-decade-tuc-warns>

HE funding and related

Universities are doomed unless we raise fees

<https://www.thetimes.co.uk/article/e753f08a-3c4a-11ee-81cd-1bf34cc855cb>

Scottish Higher, A Level results and the start of term includes:

A-level results in England show biggest drop on record

<https://www.theguardian.com/education/2023/aug/17/a-level-results-in-england-show-biggest-drop-on-record>

Thousands miss top grades as A-level results plummet

<https://www.theguardian.com/education/2023/aug/17/a-level-results-in-england-show-biggest-drop-on-record>

60,000 scramble for degree places

<https://www.dailymail.co.uk/news/article-12418691/Record-plunge-level-grades-leaves-60-000-teenagers-scrambling-university-places-73-000-fewer-s-awarded-compared-year-got-grades-wanted-celebrate.html>

Top A-levels fall, with steepest drop in England

<https://www.bbc.co.uk/news/education-66473620>

University finance: What support is available in Wales?

<https://www.bbc.co.uk/news/uk-wales-66509862>

Going straight to university isn't the only way to get on – *blog by Gillian Keegan, Secretary of State for Education*

<https://www.thetimes.co.uk/article/59426da0-393c-11ee-b26c-71fc5438c507>

Tougher A-level grades 'vital' as unprepared students quit university

<https://www.thetimes.co.uk/article/69e8a356-393a-11ee-be2e-0cc7309dc5b8>

Students to start term in hotels or bunk beds

<https://www.thetimes.co.uk/article/student-university-accommodation-halls-oversubscribed-2023-c5dbmkrv7>

Other HE finances, funding and students

Edinburgh is UK's most expensive place to study — and Glasgow is close

<https://www.thetimes.co.uk/article/78f0d3ee-3d10-11ee-b7c0-8b22dcb64950?shareToken=7a83660da605af62584ca6b182d5959b>

NHS workforce

Landmark NHS recruitment plan in danger from applicant shortfall

<https://www.theguardian.com/society/2023/aug/13/landmark-nhs-recruitment-plan-in-danger-from-applicant-shortfall>

Overseas students, immigration, Horizon and Brexit

UK should embrace foreign students or lose them to rival countries, warns Ucas chief

<https://www.theguardian.com/education/2023/aug/14/uk-should-embrace-foreign-students-or-lose-them-to-rival-countries-warns-ucas-chief>

Reform of migration figures 'chance to ease political pressure'

<https://www.timeshighereducation.com/news/reform-migration-figures-chance-ease-political-pressure>

Mexican and Malaysian under-30s to fill vacancies in pubs and farms

<https://www.thetimes.co.uk/article/fb845dd8-394d-11ee-b26c-71fc5438c507>

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

Birthrate in England and Wales drops to lowest level in two decades

<https://www.theguardian.com/world/2023/aug/17/birthrate-in-england-and-wales-drops-to-lowest-level-in-two-decades>

HE specific

Cost of living: A-level students worry about affording uni

<https://www.bbc.co.uk/news/uk-wales-66500658>

Inflation and cost of living pressures

UK inflation falls sharply to 6.8% as cost of living pressures ease

<https://www.theguardian.com/business/2023/aug/16/uk-inflation-falls-sharply-as-cost-of-living-pressure-ease>

Inflation slows to 6.8% but flights and hotels keep prices high

<https://www.bbc.co.uk/news/business-66509365>

Lower energy prices behind UK inflation slowing

<https://www.bbc.co.uk/news/business-66509365>

Food price inflation in UK falls for fifth month in a row

<https://www.theguardian.com/business/2023/aug/15/food-price-inflation-in-uk-falls-for-fifth-month-in-a-row>

Price of milk and sunflower oil starting to fall

<https://www.bbc.co.uk/news/business-66503016>

Welfare cuts loom after forecast for inflation to climb again

<https://www.thetimes.co.uk/article/32a735c4-392b-11ee-b26c-71fc5438c507>

Sharp rise in cost of food basics forces UK families 'to make desperate choices'

<https://www.theguardian.com/business/2023/aug/14/sharp-rise-in-cost-of-food-basics-forces-uk-families-to-make-desperate-choices>

Rail fares in England to rise below inflation again in 2024

<https://www.bbc.co.uk/news/business-66514022>

Pay and tax

UK wages grow at record rate

<https://www.bbc.co.uk/news/business-66501937>

Bank of England under pressure to raise rates after record jump in basic pay

<https://www.theguardian.com/business/2023/aug/15/bank-of-england-under-pressure-to-raise-interest-rates-after-record-jump-in-basic-pay>

Pay: Firms fight back with counteroffers to keep staff

<https://www.bbc.co.uk/news/business-66496216>

UK employers increasingly resort to bidding wars to retain staff, says survey

<https://www.ft.com/content/0acb67fd6-e92d-4417-83cb-465afc6bccc5>

EY warns UK staff over pay as it trims jobs

<https://www.ft.com/content/4cb67fd6-e92d-4417-83cb-465afc6bccc5>

Pay and pensions equalities

Ethnic minority workers in insecure jobs up 132% since 2011

<https://www.bbc.co.uk/news/uk-66428851>

Housing

UK rents rise at highest rates since 2016

<https://www.bbc.co.uk/news/business-66521015>

Generation rent cuts back on clubbing to afford rising bills

<https://www.telegraph.co.uk/money/consumer-affairs/generation-rent-cuts-back-on-clubbing-afford-rising-bills/>

Housing Benefit freeze leaves renters '£200 short' every month

<https://www.bbc.co.uk/news/uk-england-wiltshire-66524739>

Frome declares housing crisis as rents soar out of reach

<https://www.bbc.co.uk/news/uk-england-somerset-66463563>

Other economic

Funding of public services in England skewed against poor areas, says IFS

<https://www.theguardian.com/society/2023/aug/15/funding-of-public-services-in-england-skewed-against-poor-areas-ifs-levelling-up>

Somerset council forced to close parks, allotments and tennis courts after insurance blunder

<https://www.theguardian.com/politics/2023/aug/15/somerset-council-forced-to-close-parks-allotments-and-tennis-courts-after-insurance-blunder>

New ways of working

'Never again': is Britain finally ready to return to the office?

<https://www.theguardian.com/business/2023/aug/12/never-again-is-britain-finally-ready-to-return-to-the-office>

Staff spend under two days a week in the office

<https://www.thetimes.co.uk/article/94337d1e-3a13-11ee-b7c0-8b22dcb64950>

'I hope to keep going as long as possible': the older people returning to work

<https://www.theguardian.com/society/2023/aug/16/the-older-people-returning-to-work>

UK – other 'National strikes'

Working days lost to strikes at highest level since the 1980s

<https://www.thetimes.co.uk/article/773ff974-3a1a-11ee-81cd-1bf34cc855cb>

Nearly 4m fewer UK working days in past year due to strike action, study says

<https://www.theguardian.com/uk-news/2023/aug/14/uk-working-days-industrial-action-strikes-resolution-foundation>

Train strikes: RMT union announces new weekend walk-outs

<https://www.bbc.co.uk/news/business-66479059>

Junior doctors in Scotland accept new pay offer

<https://www.bbc.co.uk/news/uk-scotland-66524465>

School staff to strike in 10 Scottish council areas

<https://www.bbc.co.uk/news/uk-scotland-66532163>

Now specialist NHS doctors could strike

<https://www.thetimes.co.uk/article/23354ec8-3d31-11ee-b7c0-8b22dcb64950?shareToken=79a8a856beeb87f1733b39b255bb736c>

Schools and FE

Scotland - New teachers are quitting profession over fears of no work - union

<https://www.bbc.co.uk/news/uk-scotland-66491354>

NI Education: FE lecturers to receive payment amid dispute

<https://www.bbc.co.uk/news/uk-northern-ireland-66503577>

Other Health and Safety and wellbeing including Covid

Covid vaccines should be available to buy privately in UK, scientists say

<https://www.theguardian.com/world/2023/aug/17/covid-vaccines-should-be-available-privately-uk-scientists-say>

Long-term sickness hits record high with 2.6 million off work

<https://www.thetimes.co.uk/article/250b54e6-3b87-11ee-b7c0-8b22dcb64950>

Charities and experts call for overhaul of UK's 'broken' sick pay system

<https://www.theguardian.com/society/2023/aug/15/charities-experts-call-overhaul-broken-uk-sick-pay-system>

UK media

Daily Mail in talks with investors over bid for Telegraph

<https://www.thetimes.co.uk/article/f1ebbf2-395f-11ee-be2e-0cc7309dc5b8>

Communications and data

Norfolk and Suffolk police: Victims and witnesses hit by data breach

<https://www.bbc.co.uk/news/uk-66510136>

Other UK pay, pensions and HR related

Scotland has highest rate of zero-hours contracts in UK

<https://www.thetimes.co.uk/article/c2457006-3c4b-11ee-81cd-1bf34cc855cb>

Single savers need £250,000 more than couples for comfortable retirement

<https://www.professionalpensions.com/news/4122197/single-savers-gbp250-couples-comfortable-retirement>

Pensions blunder at NCP leaves staff out of pocket

<https://www.thetimes.co.uk/article/91099d00-3930-11ee-84ce-9790036f7cf4>

Falling inflation may benefit state pensioners in the short term

<https://www.pensions-expert.com/Investment/Falling-inflation-may-benefit-state-pensioners-in-the-short-term>

International HE and HR related

Why Labor Shortages on Campus-Building Staffs Are Reaching 'Crisis Situations'

https://www.chronicle.com/article/why-labor-shortages-in-campus-building-staff-are-reaching-crisis-situations?utm_source=lterable&utm_medium=email&utm_campaign=campaign_7518619_nl_Academe-Today_date_20230818&cid=at

Dublin schools face huge teacher shortage ahead of new year

<https://www.thetimes.co.uk/article/b48032f4-3957-11ee-b26c-71fc5438c507>

(French) Lecturer sacked for being too old must get job back, says court

<https://www.thetimes.co.uk/article/7c468034-3b7b-11ee-81cd-1bf34cc855cb>

Redrawing of French student support would be 'huge change'

<https://www.timeshighereducation.com/news/redrawing-french-student-support-would-be-huge-change>

What does the rise of the new right mean for Nordic universities?

<https://www.timeshighereducation.com/depth/what-does-rise-new-right-mean-nordic-universities>

Employment of EU's new graduates hits decade high

<https://www.researchprofessionalnews.com/rr-news-europe-universities-2023-8-employment-of-eu-s-new-graduates-hits-decade-high/>

Higher Ed's hybrid workplace looks as if it's here to stay — with some misgivings

<https://www.chronicle.com/article/higher-eds-hybrid-workplace-looks-like-its-here-to-stay-with-some-misgivings>

Fury as Harvard University encourages students to apply for food stamps from the government despite \$53BILLION endowment

<https://www.dailymail.co.uk/news/article-12406973/Harvard-University-food-stamps-endowment.html>

Why is West Virginia University making sweeping cuts?

<https://www.chronicle.com/article/why-is-west-virginia-u-making-sweeping-cuts>

10 best universities in US as per this global ranking - Hindustan Times

<https://www.hindustantimes.com/education/top-ten-best-universities-in-the-us-in-2023-harvard-mit-stanford-columbia-caltech-yale-ucla-john-hopkins-101691998859541.html>

Hollywood strike loses sparkle as it turns into a soap opera

<https://www.thetimes.co.uk/article/05e5c70e-3943-11ee-b26c-71fc5438c507>

Personnel Today and Management Today

ONS: Record 7.8% regular pay growth eroded by inflation

<https://www.personneltoday.com/hr/ons-labour-market-figures-august-2023/>

How to avoid fads in HR

<https://www.personneltoday.com/hr/hr-fads-rob-briner/>

Wages yet to catch up with falling inflation

<https://www.personneltoday.com/hr/inflation-and-pay-july-2023/>

Flexible working legislation: what will the new rules change?

<https://www.personneltoday.com/hr/flexible-working-changes/>

Care worker told 'you have no friends' was constructively dismissed

<https://www.personneltoday.com/hr/care-worker-constructive-dismissal-case/>

Wages grow ahead of predictions, while unemployment is up - ONS data

<https://www.managementtoday.co.uk/wages-grow-ahead-predictions-unemployment-ons-data/indepth/article/1833447>

Should we stop talking about generational differences in the workplace?

<https://www.managementtoday.co.uk/stop-talking-generational-differences-workplace/culture/article/1832425>

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Andy Fryer

Head of Communications and Membership

UCEA

www.ucea.ac.uk

From: [UCEA Updates and Briefings](#)
To: [Andy Fryer](#)
Cc: [Alison McGrand](#); [Andy Fryer](#); [Elaine Schegar](#); [Emelda Nicholroy](#); [George Starling](#); [Graeme Drury](#); [Lisa Cunningham](#); [Marc Whittaker](#); [Matt Lloyd](#); [Nicola Carter](#); [Raj Jethwa](#); [Rebecca Gregg](#); [Richard Paul](#); [Koshan Israni](#); [Sharron Powley](#); [Simon Sumner](#); [Victoria Gillespie](#)
Subject: UCEA blog - Agreement needs to start with a shared perspective on finances
Date: 20 June 2023 14:19:30

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20 June 2023

To: Heads of Institution, HR Directors, Finance Directors, COOs, Communications Directors

UCEA's latest blog, [Agreement needs to start with a shared perspective on finances](#), is by our Chief Executive, Raj Jethwa.

Raj explains why misunderstandings relating to the sector's finances exacerbate the potential tragedy of some students' futures being put at risk by degree classifications delays because of UCU's ongoing actions. He explains how his experience in previous sectors involved industrial relations focusing on finance modelling agreements needed to underpin changes to pay and contracts. Raj points out that the absence of an agreed perspective of affordability is a shortcoming of the HE bargaining process and calls for an independently facilitated shared perspective on HE sector finances. UCEA calls on trade unions to arrive at a shared perspective on sector finances.

Raj's blog was also launched as a [Wonkhe blog](#).

This is the latest blog by UCEA members and officers in the [blog section of our website](#). Please email a.fryer@ucea.ac.uk if you are interested in contributing or have suggestions for contributors.


Kind regards,

Andy

Andy Fryer

Head of Communications and Membership
UCEA

a.fryer@ucea.ac.uk
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From: [UCEA Updates and Briefings](#)
To: [Andy Fryer](#)
Cc: [Alison McGrand](#); [Andy Fryer](#); [Elaine Schegar](#); [Emelda Nicholroy](#); [George Starling](#); [Graeme Drury](#); [Lisa Cunningham](#); [Lucy Thompson](#); [Marc Whittaker](#); [Matt Lloyd](#); [Nicola Carter](#); [Raj Jethwa](#); [Rebecca Gregg](#); [Richard Paul](#); [Roshan Israni](#); [Sharron Powley](#); [Simon Sumner](#); [Victoria Gillespie](#)
Subject: UCEA blog - Facing facts when it comes to industrial relations
Date: 23 May 2023 11:55:55

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23 May 2023

To: Heads of Institution, HR Directors, Finance Directors, COOs, Communications Directors

UCEA's new blog, [Facing facts when it comes to industrial relations](#), is by Jerry Cope, UCEA's Deputy Chair of Board and member of the New JNCHES negotiation committee.

Jerry's blog explains how in his 30+ years of negotiations, discussions, calculations and considerations with many trade unions and on pay review bodies there has always been one vital ingredient for any chance of progress or settlement – facts. Facts that need to be gathered, understood and agreed by all parties who may disagree on policy but are at least working from a common base.

Please contact me if you are interested in contributing a UCEA blog, writing on behalf of your institution or otherwise.

Kind regards,

Andy

Andy Fryer
Head of Communications and Membership

UCEA
Woburn House
20 Tavistock Square
London, WC1H 9HU

www.ucea.ac.uk

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Subject: UCEA blog - Focussing on the employee experience in a sector that traditionally hasn't
Date: 10 January 2023 12:04:29

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10 January 2023

To: Heads of Institution, HR Directors, Finance Directors, COOs, Communications Directors and all recipients of UCEA's Employee experience Updates

UCEA's new year blog, [Focussing on the employee experience in a sector that traditionally hasn't](#), is by Kate Faxen, Head of Employee Experience at UCL.

This is another valued contribution, emphasising the importance for our sector to embrace an approach to enhancing the employee experience and reminding readers of the rich resources available. These include the 10 case studies as part of UCEA's '[Employee experience in HE](#)' guide, from across the sector and beyond.

Kate's blog sets out to answer her key questions, including the overall burning question: will it be only a matter of time before almost all universities have a team dedicated to understanding and enhancing the employee experience?

Please contact me if you are interested in contributing your first (or second!) blog, writing on behalf of institutions or otherwise.

Kind regards,


Andy

Andy Fryer
Head of Communications and Membership

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From: [UCEA Updates and Briefings](#)
To: [Andy Fryer](#)
Cc: [UCEA All Staff](#)
Subject: UCEA blog - UCEA's triennial Membership Survey
Date: 19 April 2023 16:14:00

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19 April 2023

To: Heads of Institution, HR Directors and all UCEA membership colleagues

UCEA's latest blog, '[It's time for another survey – but please don't be dissatisfied!](#)' is by me, introducing UCEA's imminent triennial Membership Survey.

This important external survey seeks to gauge our members' satisfaction with the range and quality of the services we provide, to gather views on how well we deliver our aims and objectives and comment on how we might develop and improve our services and support. While Heads of Institution and HR Directors are asked to participate in the survey, we hope that many membership colleagues across our 173 member organisations will be able to help provide additional feedback. All feedback is carefully considered and will be invaluable when planning and prioritising our future work, including contributing to our next Strategic Plan.

This is the latest blog by UCEA members and officers in the [blog section of our website](#). Please contact me if you are interested in contributing or have suggestions for contributors.

Kind regards,

Andy

Andy Fryer

Head of Communications and Membership

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From: [Marc Whittaker](#)
To: [UCEA All Staff](#)
Subject: UCEA Headlines 04.08.23
Date: 04 August 2023 17:23:18

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA in the news

Include quotes from Raj Jethwa, UCEA Chief Executive

Ucea offers deal over marking boycott pay deductions

<https://www.timeshighereducation.com/news/ucea-offers-deal-over-marking-boycott-pay-deductions>

Marking boycott leaves international students in limbo

<https://www.universityworldnews.com/post.php?story=20230804104657950>

UCEA quoted

'Record' number of UK universities put pay rises on hold

<https://www.timeshighereducation.com/news/record-number-uk-universities-put-pay-rises-hold>

Some UK universities fear 10% of students will graduate late

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-some-uk-universities-fear-10-of-students-will-graduate-late/>

UCU

UCEA talks break down

<https://www.ucu.org.uk/article/13126/UCEA-talks-break-down>

No end to graduation disruption as university employers block resolution

<https://www.ucu.org.uk/article/13130/No-end-to-graduation-disruption-as-university-employers-block-resolution>

UCU - The Friday email: 28 July 2023

<https://www.ucu.org.uk/article/13113/The-Friday-email-28-July-2023>

UCU Left - No retreat into a service union

<https://uculeft.org/no-retreat-into-a-service-union/>

UCU commons - HEC and the Summer Ballot

<https://ucuccommons.org/2023/08/03/hec-and-the-summer-ballot/>

UNISON

Autumn term strikes set to go ahead at 13 universities

<https://www.unison.org.uk/news/2023/08/autumn-term-strikes-set-to-go-ahead-at-13-universities/>

Other JNCHEs 'related' coverage inc MAB

'I can't graduate because of the marking boycott'

<https://www.bbc.co.uk/news/uk-england-bristol-66335426>

Bristol UCU and UNISON cancel the Graduation Ceremonies set of demonstrations

<https://epigram.org.uk/2023/07/30/bristol-ucu/>

Sector pensions

UK's biggest pension fund loses £16bn in LDI debacle

<https://www.thisismoney.co.uk/money/markets/article-12352085/UKs-biggest-pension-fund-loses-16bn-LDI-debacle.html>

LGPS staff voice workforce concerns

<https://www.localgov.co.uk/LGPS-staff-voice-workforce-concerns-/56633>

Other sector HR and related

Are staff with professional and industry expertise proper academics?

<https://wonkhe.com/blogs/are-staff-with-professional-and-industry-expertise-proper-academics/>

Embassy staff 'failed to notice' academic may have been tortured

<https://www.timeshighereducation.com/news/embassy-staff-failed-notice-academic-may-have-been-tortured>

HE funding and related

Top universities 'will turn away more UK students' as fees fail to match costs

<https://www.theguardian.com/education/2023/jul/29/top-universities-will-turn-away-more-uk-students-as-fees-fail-to-match-costs>

Negative political point-scoring demands a well-evidenced response - *blog by Vivienne Stern, UUK's CEO*

<https://www.timeshighereducation.com/blog/negative-political-point-scoring-demands-well-evidenced-response>

UK universities are not a problem to be smashed with a hammer

<https://www.timeshighereducation.com/blog/uk-universities-are-not-problem-be-smashed-hammer>

Government

Commit to spending 3.5 per cent of GDP on research, UK urged

<https://www.timeshighereducation.com/news/commit-spending-35-cent-gdp-research-uk-urged>

Student finance: How much does university cost and does it increase earnings?

<https://www.bbc.co.uk/news/education-62237170>

England

Halfon: 'No way am I going to advocate increasing tuition fees'

<https://www.timeshighereducation.com/news/halfon-no-way-am-i-going-advocate-increasing-tuition-fees>

Minister rules out lifting cap on student tuition fees in England

<https://www.theguardian.com/education/2023/aug/02/minister-rules-out-lifting-cap-on-student-tuition-fees-in-england>

Minister rebuffs demand to raise university tuition fees

<https://www.thetimes.co.uk/article/8c58fcd2-3175-11ee-b862-55515d26d392>

Competition for leading UK universities 'could be tougher' this year

<https://www.theguardian.com/education/2023/jul/31/competition-for-leading-uk-universities-could-be-tougher-this-year>

Scotland

Scotland able to spend more on public services after deal with UK Treasury

<https://www.theguardian.com/uk-news/2023/aug/02/scotland-able-to-spend-more-on-public-services-after-deal-with-uk-treasury>

Wales

Welsh universities launch arts and humanities partnership

<https://www.researchprofessionalnews.com/rr-news-uk-charities-and-societies-2023-7-welsh->

[universities-launch-arts-and-humanities-partnership/](#)

Other HE finances, funding and students

How to get a refund of your university tuition fees

<https://www.dazeddigital.com/life-culture/article/60479/1/how-to-get-a-refund-from-your-university-covid-strikes>

Graduates not claiming back student loan overpayments

<https://www.timeshighereducation.com/news/graduates-not-claiming-back-student-loan-overpayments>

Welcome to the alien nation

<https://wonkhe.com/blogs/welcome-to-the-alien-nation/>

First-generation university goers have higher average starting salary – survey

<https://www.independent.co.uk/news/uk/universities-uk-graduates-alevels-prime-minister-data-b2384638.html>

Graduates earn more if parents don't have degrees

<https://www.thetimes.co.uk/article/c12ad646-2f19-11ee-bcc5-f14a39d6bb75>

'I'm desperate': Single mother students forced to repay benefits paid in error

<https://www.theguardian.com/society/2023/jul/30/im-desperate-single-mother-students-forced-to-repay-benefits-paid-in-error>

Overseas students, immigration, Horizon and Brexit

The Times view on the Horizon programme: False Economy

<https://www.thetimes.co.uk/article/the-times-view-on-the-horizon-programme-false-economy-rtlkzf68g>

Other sector news

Advance HE - Race Equality Charter updated

<https://www.advance-he.ac.uk/news-and-views/race-equality-charter-updated>

HEPI: The early years

<https://www.hepi.ac.uk/2023/08/01/hepi-the-early-years/>

Higher education policymaking in the UK before HEPI

<https://www.hepi.ac.uk/2023/08/02/higher-education-policymaking-in-the-uk-before-hepi/>

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

In several cities this September, students have nowhere to live

<https://wonkhe.com/blogs/in-several-cities-this-september-students-have-nowhere-to-live/>

Inflation and cost of living pressures

Millions of UK households missing essential bill payments, finds Which?

<https://www.theguardian.com/business/2023/aug/02/millions-of-uk-households-missing-essential-bill-payments-finds-which>

Interest rates

UK interest rates to stay higher for longer, Bank of England says

<https://www.bbc.co.uk/news/business-66384289>

Pay and tax

Tax jumps on wine and spirits but falls on fizz

<https://www.bbc.co.uk/news/business-66361232>

British Airways workers to get 13% pay rise

<https://www.bbc.co.uk/news/business-66404999>

Jobs

Over-50s could deliver takeaways, says work and pensions secretary

<https://www.theguardian.com/society/2023/aug/03/over-50s-could-deliver-takeaways-says-work-and-pensions-secretary-mel-stride>

Mel Stride 'glorifying gig economy' by pushing delivery jobs for over-50s, says TUC

<https://www.theguardian.com/politics/2023/aug/03/mel-stride-glorifying-gig-economy-delivery-jobs-over-50s-tuc>

I quit retirement to become a delivery driver for Tesco – and I loved it

<https://www.telegraph.co.uk/news/2023/08/04/i-quit-retirement-to-become-delivery-driver/>

Wilko homeware chain on brink of collapse

<https://www.bbc.co.uk/news/business-66395824>

Housing

UK house prices fall at sharpest rate for 14 years, says Nationwide

<https://www.bbc.co.uk/news/business-66369695>

Affordable housing schemes: 'Invisible' renters earning £30k not eligible

<https://www.bbc.co.uk/news/uk-66255727>

Mayor's longstanding call for rent controls more urgent than ever as private rents in London forecast to surpass £2,700 per month next year

<https://www.london.gov.uk/mayors-longstanding-call-rent-controls-more-urgent-ever-private-rents-london-forecast-surpass-ps2700>

Other economic

Why has Britain become so poor?

<https://www.thetimes.co.uk/article/432184d8-2d5d-11ee-9834-48723b853b50>

Etsy sellers call for strike after money held

<https://www.bbc.co.uk/news/business-66362229>

UK – other 'National strikes'

Number of junior doctors striking falls by a third

<https://www.thetimes.co.uk/article/d4b3289c-2fc5-11ee-b862-55515d26d392>

NHS Wales: Doctors reject Welsh government 5% pay offer

<https://www.bbc.co.uk/news/uk-wales-66399552>

NEU - Pay offer consultation results

<https://neu.org.uk/latest/press-releases/pay-offer-consultation-results>

NEU teacher strikes end as members in England accept pay deal

<https://www.bbc.co.uk/news/education-66360677>

England school strikes called off as unions vote to accept pay deal

<https://www.theguardian.com/education/2023/jul/31/neu-teaching-union-accepts-pay-deal-england-school-strikes>

Teachers in England accept pay settlement, but the issues causing so many vacancies have not gone away

<https://theconversation.com/teachers-in-england-accept-pay-settlement-but-the-issues-causing-so-many-vacancies-have-not-gone-away-210820>

Apprenticeships

We must face up to the trade-offs needed to expand apprenticeships

<https://www.timeshighereducation.com/blog/we-must-face-trade-offs-needed-expand-apprenticeships>

Health and Safety and wellbeing, including Covid

More than one million people too fat to insure

<https://www.telegraph.co.uk/insurance/health/more-one-million-people-fat-insure/>

Nose-picking health workers more likely to get Covid, study shows

<https://www.bbc.co.uk/news/health-66394111>

#MeToo

Should universities ban staff-student relationships?

<https://www.timeshighereducation.com/depth/should-universities-ban-staff-student-relationships>

Communications and data

Hacking gang demands £450,000 ransom after cyber raid on Scottish university sees them make off with student and staff bank details

<https://www.dailymail.co.uk/news/article-12350787/Hacking-gang-demands-450-000-ransom-cyber-raid-Scottish-university-sees-make-student-staff-bank-details.html>

International HE and HR related

French divided over Hippocratic-style oath for PhD graduates

<https://www.timeshighereducation.com/news/french-divided-over-hippocratic-style-oath-phd-graduates>

Sicknote protest leaves French town without police

<https://www.thetimes.co.uk/article/5c0540a0-3147-11ee-b862-55515d26d392>

New Zealand - Staff fume as downsizing university plans offshore campus

<https://www.timeshighereducation.com/news/staff-fume-downsizing-university-plans-offshore-campus>

Australia - University of Newcastle staff vote yes on new enterprise agreement

<https://www.newcastle.edu.au/newsroom/current-staff/university-of-newcastle-staff-vote-yes-on-new-enterprise-agreement>

Australia - MPs demand 'task force' to oversee handling of campus assaults

<https://www.timeshighereducation.com/news/mps-demand-task-force-oversee-handling-campus-assaults>

Student loan debt is every American's economic problem

<https://www.timeshighereducation.com/opinion/student-loan-debt-every-americans-economic-problem>

US - Universities try to keep abusive researchers on major projects

<https://www.timeshighereducation.com/news/universities-try-keep-abusive-researchers-major-projects>

US - 'I won't cross the picket line': Political-Science Association members protest conference's continuation

<https://www.chronicle.com/article/i-wont-cross-the-picket-line-political-science-association-members-protest-conferences-continuation>

Star professor in research fraud case sues Harvard and accusers

<https://www.timeshighereducation.com/news/harvard-researcher-accused-data-fraud-files-25-million-suit>

Biden's proposed 5.2% federal pay raise is safe — for now

<https://www.federaltimes.com/management/pay-benefits/2023/08/02/bidens-proposed-52-federal-pay-raise-is-safe-for-now/>

Japan's plan to kickstart sciences seen as threat to humanities

<https://www.timeshighereducation.com/news/japans-plan-kickstart-sciences-seen-threat-humanities>

Pakistan's universities 'must engage students' to beat extremism

<https://www.timeshighereducation.com/news/pakistans-universities-must-engage-students-beat-extremism>

Personnel Today and Management Today

Top 10 HR questions July 2023: Strikes and agency workers

<https://www.personneltoday.com/hr/top-10-hr-questions-july-2023-strikes-and-agency-workers/>

Civil service pay 'broken beyond repair', say unions

<https://www.personneltoday.com/hr/civil-service-pay-broken-beyond-repair-say-unions/>

The benefits of leaving work at work

<https://www.managementtoday.co.uk/benefits-leaving-work-work/indepth/article/1830007>

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Marc D Whittaker

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From: [Andy Fryer](#)
To: [Enquiries \(UCEA\)](#)
Cc: [Andy Fryer](#); [Marc Whittaker](#)
Subject: UCEA Headlines 07.07.23
Date: 07 July 2023 15:43:29

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Dear colleague,

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

Have a good weekend.

Andy and Marc

UCEA's and related media releases

UCEA letter to UCU - 4 July 2023

<https://www.ucea.ac.uk/news-releases/4july23/>

UCEA willing to re-enter negotiations posted 5 July

<https://www.ucu.org.uk/article/13058/UCEA-willing-to-re-enter-negotiations>

UCEA in the news, includes:

Quotes from Professor George Boyne, Chair of UCEA and Raj Jethwa, UCEA CEO

Prospect of more local deals deepens fractures in UK pay dispute

<https://www.timeshighereducation.com/news/prospect-more-local-deals-deepens-fractures-uk-pay-dispute>

Sir Keir Starmer on UCU marking and assessment boycott, Today (2:21:00)

<https://www.bbc.co.uk/sounds/play/m001ng8b>

Unions hit back at Starmer's marking boycott concern, The World Tonight (0:08:00)

<https://www.bbc.co.uk/programmes/m001ng88>

UCU vs Labour: leaders at loggerheads over industrial action

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-ucu-vs-labour-leaders-at-loggerheads-over-industrial-action/>

University marking boycott: 13,000 students 'unable to graduate' this year

<https://inews.co.uk/news/education/university-marking-boycott-students-graduate-ongoing-pay-dispute-2445374>

Students face worry of graduating without degrees

<https://www.channel4.com/news/students-face-worry-of-graduating-without-degrees>

5 Live Breakfast - Tuesday 4 July – 10 mins in, with UCEA's MAB numbers and quote

<https://www.bbc.co.uk/sounds/play/m001ng84>

Lecturers don't want a marking boycott, either. But we must fight those wrecking UK universities

<https://www.theguardian.com/commentisfree/2023/jul/03/lecturers-marking-boycott-uk-universities-pay-cuts-working-conditions-students>

Students face worry of graduating without degrees

<https://www.channel4.com/news/students-face-worry-of-graduating-without-degrees>

Marking boycott to cost overseas students £700 in visa fees

<https://www.researchprofessionalnews.com/rr-news-uk-universities-2023-7-marking-boycott-to-cost-overseas-students-700-in-visa-fees/>

Lecturer strikes: Welsh graduations and degree marks delayed

<https://www.bbc.co.uk/news/uk-wales-66110491>

Other JNCHES 'related' coverage inc MAB

Fight is on to save the university struggle from union leaders

<https://socialistworker.co.uk/news/fight-is-on-to-save-the-university-struggle-from-union-leaders/>

Most voters back big pay rises for doctors, teachers and police – *but don't support HE strikes*

<https://www.thetimes.co.uk/article/880b0754-19a3-11ee-8434-240b5ab9f9b1>

Sector pensions and related

Steering USS through calmer waters – *blog by UCEA Board member and Chair of EPF Professor Adam Tickell*

<https://wonkhe.com/blogs/steering-uss-through-calmer-waters/>

Thames Water's turnaround plan backed by investor USS

<https://www.reuters.com/world/uk/thames-waters-turnaround-plan-backed-by-investor-uss-2023-06-30/>

Thames Water investor USS pension fund to be quizzed by watchdog over stake

<https://www.ft.com/content/3f475309-c2e5-4056-a029-dfc9c6cc8133>

Sector TU media releases and related

Update on employer negotiations and the marking and assessment boycott

<https://www.ucu.org.uk/article/13058/Update-on-employer-negotiations-and-the-marking-and-assessment-boycott>

UCU - The Friday email: 30 June 2023

<https://www.ucu.org.uk/article/13016/The-Friday-email-30-June-2023>

UCU Left - Don't suspend the MAB, keep up the pressure – where's our ballot?

<https://uculeft.org/dont-suspend-the-mab-keep-up-the-pressure-wheres-our-ballot%EF%BF%BC/>

Not marking time: keep the employers on the run

<https://www.counterfire.org/article/not-marking-time-keep-the-employers-on-the-run/>

HE funding and related

Ministers set to push on with student number controls in England

<https://www.timeshighereducation.com/news/ministers-set-push-student-number-controls-england>

Labour floats changes to student loans (and grants)

[Wonkhe link](#)

Other HE finances, funding and students

Universities agree guidelines for staff and students on use of AI

<https://www.theguardian.com/technology/2023/jul/04/uk-universities-draw-up-guiding-principles-on-generative-ai>

Scots education 'crisis' as student debt soars to record £7.6bn

https://www.heraldscotland.com/business_hq/23636199.scots-education-crisis-student-debt-soars-record-7-6bn/

Students split on how staff should interact with them online

<https://www.timeshighereducation.com/news/students-split-how-staff-should-interact-them-online>

Some universities are getting worse over info for students on costs

<https://wonkhe.com/blogs/parts-of-the-sector-are-getting-worse-over-warnings-to-students-about-the-costs-of-study/>

NHS workforce

Revealed: record 170,000 staff leave NHS in England as stress and workload take toll

<https://www.theguardian.com/society/2023/jul/01/revealed-record-170000-staff-leave-nhs-in-england-as-stress-and-workload-take-toll>

Foreign students, immigration, Horizon and Brexit

Vivienne Stern, Chief Executive of UUK, interviewed on Horizon Europe (1:14:10)

<https://www.bbc.co.uk/sounds/play/m001ngbh>

UK and EU edge towards deal for Britain to rejoin Horizon programme

<https://www.ft.com/content/2a697f3a-c692-4bfd-afa3-1e75f5abafe1>

Migration is fuelled by too many degrees, say New Conservatives

<https://www.thetimes.co.uk/article/ae0ab604-19e2-11ee-8434-240b5ab9f9b1>

UK Horizon association 'dither' risks 'more lost science funding'

<https://www.timeshighereducation.com/news/uk-horizon-association-dither-risks-more-lost-science-funding>

Tory MPs pile more pressure on Rishi Sunak over migration

<https://www.thetimes.co.uk/article/tory-mps-pile-more-pressure-on-rishi-sunak-over-migration-6bvm3l2xs>

The UK and Spain sign an agreement on education cooperation (*inc HE*)

<https://www.gov.uk/government/news/the-uk-and-spain-sign-an-agreement-on-education-cooperation>

Other sector news

Universities will be at the heart of the NHS workforce plan's success

<https://wonkhe.com/blogs/universities-will-be-at-the-heart-of-the-nhs-workforce-plans-success/>

In-person teaching campus plan 'meets demand' as OU model creaks

<https://www.timeshighereducation.com/news/person-teaching-campus-plan-meets-demand-ou-model-creaks>

UHI college merger approved by Scottish government

<https://www.bbc.co.uk/news/uk-scotland-highlands-islands-66096678>

Universities must protect minority students

<https://www.standard.co.uk/news/politics/justin-welby-universities-canterbury-archbishop-university-of-sussex-b1092806.html>

Is a university degree still worth it?

<https://www.telegraph.co.uk/education-and-careers/2023/07/06/is-university-worth-it-uk-tuition-fees/>

Woke universities are using 'insidious censorship' and a 'culture of intimidation' to stifle free speech, education minister warns

<https://www.mailonsunday.co.uk/news/article-12268387/Woke-universities-using-insidious-censorship-stifle-free-speech-education-minister-warns.html>

Nearly 400 uni students investigated for using ChatGPT to plagiarise assignments

<https://metro.co.uk/2023/07/05/nearly-400-caught-using-chatgpt-to-plagiarise-uni-assignments-19075163/>

Universities nervous as Labour 'accepts' tuition fees in England

<https://www.timeshighereducation.com/news/universities-nervous-labour-accepts-ts>

Inflation and cost of living pressures

Almost 13 million adults now struggling to pay bills, debt charity warns

<https://www.theguardian.com/business/2023/jul/02/almost-13-million-adults-now-struggling-to-pay-bills-debt-charity-warns>

M&S offers money off children's clothes in exchange for used school uniforms

<https://www.theguardian.com/business/2023/jul/03/m-and-s-money-off-childrens-clothes-for-used-school-uniform-shwop>

Energy boss says prices might rise this winter

<https://www.bbc.co.uk/news/business-66061853>

Pay and tax

Inflation drives real-terms pay cut for postgraduates in England

<https://www.timeshighereducation.com/news/inflation-drives-real-terms-pay-cut-postgraduates-england>

Living 'wages'

Museums in Scotland required to pay Living Wage to apply for public funding

<https://www.museumsassociation.org/museums-journal/news/2023/07/museums-in-scotland-required-to-pay-living-wage-to-apply-for-public-funding/#>

Jobs

Companies refuse to hire 'unreliable' young workers

<https://www.bbc.co.uk/news/uk-england-shropshire-66066246>

Housing

House prices fall at fastest rate in 12 years, says Halifax

<https://www.bbc.co.uk/news/business-66130798>

Mortgage rates: Average five-year fix rises above 6%

<https://www.bbc.co.uk/news/business-66088718>

Thousands of rental adverts say no to children or pets

<https://www.bbc.co.uk/news/business-66030048>

Other economic

Councils in England hit by 'unsustainable' £450m bill for free bus passes

<https://www.theguardian.com/money/2023/jul/01/councils-in-england-hit-by-unsustainable-450m-bill-for-free-bus-passes>

Art Fund chief: Scotland's museums are being starved of money

<https://www.thetimes.co.uk/article/1d062e1a-184b-11ee-a7a8-f52d03fc56d4>

New ways of working

As HSBC quits and hybrid working stays, is this the end for Canary Wharf?

<https://www.theguardian.com/artanddesign/2023/jul/01/hsbc-quits-canary-wharf-hybrid-working-london-docklands>

UK – other 'National strikes'

Strike action could hit summer holiday flights in Europe

<https://www.bbc.co.uk/news/business-66124424>

Teachers strike: National Education Union walks out in England for second day this week

<https://www.bbc.co.uk/news/uk-66130783>

Union leaders call on Education Secretary to stop delaying pay review body recommendations

<https://www.naswt.org.uk/article-listing/union-leaders-stop-delaying-pay-recommendations.html>

'United front' of teachers could launch biggest strikes in a decade in England

<https://www.theguardian.com/education/2023/jul/05/united-front-teachers-could-biggest-strikes-decade-england>

Doctors win pay pledge if they call off strikes

<https://www.thetimes.co.uk/article/d09497a0-1918-11ee-8198-bf96b6365670>

Consultants threaten to join junior doctors in NHS Scotland strike action

<https://www.thetimes.co.uk/article/58a8bbae-19d1-11ee-8198-bf96b6365670>

Radiographers in England to strike over pay

<https://www.bbc.co.uk/news/health-66067596>

'Desperate and angry' headteachers in England ready to join strikes in autumn

<https://www.theguardian.com/education/2023/jul/02/desperate-and-angry-uk-headteachers-ready-to-join-strikes-in-autumn>

Aslef plans further week of rail overtime ban at start of summer break

<https://www.theguardian.com/business/2023/jul/03/aslef-plans-further-week-of-rail-overtime-ban-at-start-of-summer-break>

Mental health in HE

New report shows that one-in-three university applicants miss lessons due to mental

health

<https://www.hepi.ac.uk/2023/07/07/new-report-shows-that-one-in-three-university-applicants-miss-lessons-due-to-mental-health-but-show-more-resilience/>

Other Health and Safety and wellbeing including Covid

Act Now on Asbestos: pupils and teachers being killed years after exposure

<https://www.thetimes.co.uk/article/6f6aba5e-1779-11ee-87bf-4c05f9202e96>

#Metoo

MPs call for compulsory student training to stop sexual violence

<https://www.timeshighereducation.com/news/mps-call-compulsory-student-training-stop-sexual-violence>

The Commons' Women and Equalities Committee report on attitudes towards women and girls in educational settings

<https://wonkhe.com/blogs/the-commons-women-and-equalities-committee-report-on-attitudes-towards-women-and-girls-in-educational-settings/>

Westminster: House of Commons culture still 'predatory', say staff

<https://www.bbc.co.uk/news/uk-politics-66097839>

Communications and data

Confusion at Twitter continues over Elon Musk's tweet limits

<https://www.bbc.co.uk/news/technology-66087172>

Instagram's Threads app to launch 6 July amid mass backlash against Elon Musk's Twitter

<https://www.theguardian.com/technology/2023/jul/04/threads-app-instagram-twitter-competitor-meta-to-launch-rival>

London free newspaper City AM puts itself up for sale

<https://www.theguardian.com/media/2023/jul/03/london-free-newspaper-city-am-puts-itself-up-for-sale>

Ofcom to investigate GB News and TalkTV over impartiality rules

<https://www.theguardian.com/media/2023/jul/03/ofcom-to-investigate-gb-news-and-talktv-over-impartiality-rules>

Other UK pay, pensions and HR related

DWP launches mid-life MOT website

<https://www.professionalspensions.com/news/4119487/dwp-launches-mid-life-mot-website>

International HE and HR related

Pay rise for PhDs in Ireland, but failure to tackle other issues sees strike action threatened

<https://www.chemistryworld.com/news/pay-rise-for-phds-in-ireland-but-failure-to-tackle-other-issues-sees-strike-action-threatened/4017661.artic>

Celebrity, secrets and lies: Ireland watches as scandal engulfs RTÉ – *pay issues*

<https://www.theguardian.com/world/2023/jul/01/celebrity-secrets-lies-ireland-scandal-engulfs-rte>

More Australian branch campuses proposed for Indonesia

<https://www.timeshighereducation.com/news/more-australian-branch-campuses-proposed-indonesia>

Adelaide university merger faces rocky regulatory road

<https://www.timeshighereducation.com/news/adelaide-university-merger-faces-rocky-regulatory-road>

Disney owes female workers more than \$150m in wages, pay gap suit alleges

<https://www.theguardian.com/us-news/2023/jun/30/disney-female-employees-wage-disparity-lawsuit>

Hong Kong considers raising cap on non-local students

<https://www.timeshighereducation.com/news/hong-kong-considers-raising-cap-non-local-students>

Delhi University teachers demand urgent action to address salary and pension crises

<https://www.indiatoday.in/amp/education-today/news/story/delhi-university-teachers-demand-urgent-action-to-address-salary-and-pension-crises-2401707-2023-07-04>

Personnel Today and Management Today

Will 2023 be the year the CV is binned?

<https://www.managementtoday.co.uk/will-2023-year-cv-binned/leadership-learning/article/1809685>

The blame game: 'benevolent sexism' can hinder women's career development

<https://www.managementtoday.co.uk/blame-game-benevolent-sexism-hinder-womens-career-development/leadership-lessons/article/1828464>

Who is on strike and when?

<https://www.personneltoday.com/hr/who-is-on-strike-and-when/>

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Andy Fryer

Head of Communications and Membership

UCEA

www.ucea.ac.uk

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From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [UCEA All Staff](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 30 January 2023
Date: 17 January 2023 11:15:27

CAUTION: This email originated from outside the University of Dundee. Do not click links or open attachments unless you recognise the sender's email address and know the content is safe.

Dear colleague,

Please [click here](#) to access **Issue 30** of the UCEA Pensions bi-monthly newsletter via Microsoft Sway.

You will need a Microsoft account to view the newsletter. For those that are unable to access the online version a PDF copy can be access via the [UCEA website](#).

Issue 30 looks at the key issues that will impact on pensions in 2023, provides updates on PPF and PDP consultations and includes the latest developments in HE pensions.

The next edition will be published in March 2023.

[Previous editions](#) are available by logging into the Members' resources area of the UCEA website.

If you would like other colleagues to receive this newsletter directly please do let us know by return of email.

Kind regards,

Richard

Richard Paul
UCEA Senior Pensions Technical Advisor
Woburn House
20 Tavistock Square
London WC1H 9HU

Tel: 0207 383 2444
Email: r.paul@ucea.ac.uk
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

From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [UCEA All Staff](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 31 March 2023 - Important correction
Date: 09 March 2023 10:28:10
Attachments: [UCEA Pensions Newsletter - Issue 31 March 2023.pdf](#)

CAUTION: This email originated from outside the University of Dundee. Do not click links or open attachments unless you recognise the sender's email address and know the content is safe.

Dear colleague,

We have been alerted to an error in the table contained in the March pensions newsletter setting out the TPS (E&W) member contribution salary tiers for 2023-24.

Please note that the correct figure is £92,967.99 & 92,698.00 (see below). An updated version of the newsletter with these corrections is attached to this email.

£67,980.00 to £92,697.99	11.3%
£92,698.00 and above	11.7%

In addition, please see [here](#) an LGPS (Scotland) circular which contains information on the salary tiers for member contributions in 2023-24.

Kind regards,

Richard

Richard Paul
UCEA Senior Pensions Technical Advisor
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Tel: 0207 383 2444

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

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Sent: Monday, March 6, 2023 12:02 PM

To: Richard Paul <R.Paul@ucea.ac.uk>

Cc: [REDACTED] <[\[REDACTED\]@ucea.ac.uk](mailto:[REDACTED]@ucea.ac.uk)>

Subject: UCEA Pensions bi-monthly newsletter Issue 31 March 2023

Dear colleague,

Please find attached **Issue 31** of the UCEA Pensions newsletter.

You can also access a version of the letter via [Microsoft Sway](#) You will need a Microsoft account to view the newsletter.

Issue 31 includes updates on the pension tax relief system and the annual uplift to public service pensions in payments, active member career average benefits and salary thresholds for public service scheme members contributions.

The next edition will be published in May 2023.

[Previous editions](#) are available by logging into the Members' resources area of the UCEA website.

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Kind regards,

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From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [UCEA All Staff](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 31 March 2023
Date: 06 March 2023 12:02:37
Attachments: [UCEA Pensions Newsletter - Issue 31 March 2023.pdf](#)

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Dear colleague,

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From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [UCEA All Staff](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 32 May 2023
Date: 03 May 2023 09:55:58
Attachments: [UCEA Pensions Newsletter - Issue 32 May 2023.pdf](#)

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Dear colleague,

Please find attached **Issue 32** of the UCEA Pensions newsletter.

You can also access a version of the newsletter without requiring a log-in via [Microsoft Sway](#).

Issue 32 includes updates on French pension reforms and the UK State Pension Age, Royal Mail's CDC scheme, updates from the Pensions Regulator, news about the unfunded pension scheme valuations and the latest HE scheme developments.

The next edition will be published in July 2023.

[Previous editions](#) are available by logging into the Members' resources area of the UCEA website.

If you would like other colleagues to receive this newsletter directly please do let us know by return of email.

Kind regards,

Richard

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From: [UCEA Updates and Briefings](#)
To: [Richard Paul](#)
Cc: [Alison McGrand](#); [Andy Fryer](#); [Elaine Schegar](#); [Emelda Nicholroy](#); [George Starling](#); [Graeme Drury](#); [Lisa Cunningham](#); [Lucy Thompson](#); [Marc Whittaker](#); [Matt Lloyd](#); [Nicola Carter](#); [Raj Jethwa](#); [Rebecca Gregg](#); [Roshan Israni](#); [Sharron Powley](#); [Simon Sumner](#); [Victoria Gillespie](#)
Subject: UCEA Pensions bi-monthly newsletter Issue 33 July 2023
Date: 13 July 2023 12:21:43
Attachments: [UCEA Pensions Newsletter Issue 33 July 2023.pdf](#)

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Dear colleague,

Please find attached **Issue 33** of the UCEA Pensions newsletter.

You can also access a version of the newsletter without requiring a log-in via [Microsoft Sway](#).

Issue 33 considers the potential impact of AI on pensions, looks at the latest Gender Pensions Gap research and how the GPG might be addressed and provides updates from the main HE sector pension schemes. We also remind HEIs that haven't already done so to sign up to join our HE Pension Managers Group.

The next edition will be published in September 2023.

[Previous editions](#) are available by logging into the Members' resources area of the UCEA website.

If you would like other colleagues to receive this newsletter directly please do let us know by return of email.

Kind regards,

Richard

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