

## Junior Lecturer

You are full-time junior lecturer who works between 45 and 55 hours per week for gross (i.e. pre-tax and deductions) pay of £3,000 per month. You currently pay 8.8% of your gross salary (£264 per month) into a pension scheme that will give you a defined benefit (i.e. specified amount of money per year) when you retire, whilst your employer pays an additional 19.5% of your gross salary into the pension scheme on your behalf. You have been asked to increase your contribution to the pension scheme to 9.6% of your gross salary (£288 per month) this year, and to 11% (£330 per month) next year. Your employer has also been asked to increase their contributions to 21.1% this year and 23.7% next year. You must decide:

- Whether or not to join the union at a cost of 0.8% of your gross monthly salary;
- Whether or not to vote and, if so, to support a two-week strike, which may upset your students and will cost you two weeks' salary.

## Senior Lecturer

You are full-time senior lecturer who works between 45 and 55 hours per week for gross (i.e. pre-tax and deductions) pay of £5,000 per month. You currently pay 8.8% of your gross salary (£440 per month) into a pension scheme that will give you a defined benefit (i.e. specified amount of money per year) when you retire, whilst your employer pays an additional 19.5% of your gross salary into the pension scheme on your behalf. You have been asked to increase your contribution to the pension scheme to 9.6% of your gross salary (£480 per month) this year, and to 11% (£550 per month) next year. Your employer has also been asked to increase their contributions to 21.1% this year and 23.7% next year. You must decide:

- Whether or not to join the union at a cost of 1.2% of your gross monthly salary;
- Whether or not to vote and, if so, to support a two-week strike, which may upset your students and will cost you two weeks' salary.

## Lecturers' Union

You are the union representing university lecturers. You have 64 branches with a total of 47,947 members (representing approximately one third of the academic workforce) at universities where academic staff have been asked to increase their pension contributions. You have annual income of £20 million, almost all of which comes from members' subscriptions, and annual costs of £16.3 million.

You are in dispute with the employers over the necessity of the pension contribution increase and have called for, and begun to organise, strike action, including gaining the public support of the national union of students. You must try to convince as many academic staff (who are non-members of your union) to join and, following that, as many members as possible to vote in favour of the strike. This is so that you have the strongest possible negotiating position with the employers.

## Employers' Organisation

You are the organisation representing universities as employers. You have 64 members (39% of all universities in the country) employing staff who have been asked to increase their pension contributions. Those universities have also been asked to increase the pension contributions that they make on behalf of staff from 19.5% of gross salaries this year to 21.1% this year and 23.7% next year.

The universities have total income of £23 billion (of which 49% comes from student fees) and total expenditure of £22.4 billion, of which approximately £8.4 billion are academic staff costs. Within that, pension contributions currently stand at £1.37 billion and, in line with the above outlined rises, will increase to £1.48 billion this year, and £1.67 billion next year. You are concerned to avoid a strike and the associated negative consequences for student satisfaction at the affected institutions.