



Summary of the Study of remuneration of academic staff at SA universities and

Response from HESA

The study seeks to compare the guaranteed remuneration packages in 2012 of permanent full time academic staff across universities, and with their counterparts in the public sector and private sector.

1. The main report shows that in the comparison of *guaranteed* packages, the academic profession in general pays relatively well against both public and private sectors, particularly at the more senior job levels.
2. A further study (using data from 2014) analysed the difference of *total* package between the academic and private sectors (the total package included non-guaranteed bonuses, shares etc.). It was found that the non-guaranteed bonuses were a significant addition to the total remuneration packages at the senior level. If these are taken into account, even professorial packages would not be regarded as competitive – or rather, the opportunities which exist in the private sector to substantially increase earnings are generally not available in the academic and public sectors.
3. While the senior academic packages are indeed competitive with the public sector, this is premised on benchmarking the professorial level against the level of Director in the public service. Many will challenge this as the correct benchmark since the length of time it takes for a government employee to become a Director in the Public Service is generally shorter than to become a professor, and the qualifications required are rarely at masters or doctoral level – the minimum for most professorial positions.
4. Remuneration packages at the lower academic levels (Lecturer and Junior Lecturer) were generally lower than those for comparable levels in the public sector although comparable to the private sector. The academic sector faces the challenge of attracting young graduates into a career in academia. At the time of making such choices, academic jobs pay less than comparable public sector jobs, and an academic career is probably perceived to be less well remunerated overall. We must continue to communicate both the broader benefits and value of an academic career, and the fact that over the long term, remuneration packages at senior levels are very competitive at least with the public sector, and even with guaranteed packages in the private sector.

5. The study found no direct discriminatory practices in the remuneration of staff in different population groups. If all black and coloured academics are grouped together and compared to all White and Indian, there is a difference in average remuneration but this is entirely due to the uneven distribution of Black, Coloured, Indian and White staff across the different academic levels (with much lower proportions of Black and Coloured academics in the more senior academic levels).
6. The findings regarding gender related pay differences are analogous to the race findings. There is no evidence of differences in remuneration of men and women academic staff once one has controlled for rank seniority. However, because women are under-represented in the higher academic ranks (which itself may be due to discrimination) the study found the expected differences in remuneration when comparing the average remuneration of all male and all female staff grouped together.

HESA is leading discussions with the Minister of Higher Education on the development of strategies to build and sustain future generations of academics with particular focus on increasing representation of woman and people of colour.

END