

If the university implements furlough days, there could a projected saving of £5,348,678 in the first year. In 2009 University of California implemented various measures, including furlough days, in response to the economic downturn. See also: <https://www.ucdavis.edu/news/furloughs-start-sept-1-order-regents/> ; <https://www.nytimes.com/2009/09/01/us/politics/01uc.html>

Basic annual salary (£) Basic annual salary (£) Number of staff Estimated annual cost to university (£)

Table 1: High-income earners

65,000-69,999	67,500	49	4,398,975
70,000-74,999	72,500	40	3,857,000
75,000-79,999	77,500	31	3,195,325
80,000-84,999	82,500	31	3,401,475
85,000-89,999	87,500	24	2,793,000
90,000-94,999	92,500	13	1,599,325
95,000-99,999	97,500	10	1,296,750
100,000-104,999	102,500	11	1,499,575
105,000-109,999	107,500	2	285,950
110,000-114,999	112,500	3	448,875
115,000-119,999	117,500	6	937,650
120,000-124,999	122,500	1	162,925
125,000-129,999	127,500	2	339,150
130,000-134,999	132,500	4	704,900
135,000-139,999	137,500	2	365,750
140,000-144,999	142,500	0	0
145,000-149,999	147,500	1	196,175
150,000-154,999	152,500	0	0
155,000-159,999	157,500	0	0
160,000-164,999	162,500	0	0
165,999-169,999	167,500	1	222,775
170,000-174,999	172,500	2	458,850
240,000-244,999	242,500	1	322,525
Total		234	26,486,950

Table 2: Low- and middle-income earners

0-4,999	2,500	75	249,375
5,000-9,999	7,500	75	748,125
10,000-14,999	12,500	100	1,662,500
15,000-19,999	17,500	425	9,891,875
20,000-24,999	22,500	425	12,718,125
25,000-29,999	27,500	650	23,773,750
30,000-34,999	32,500	450	19,451,250
35,000-39,999	37,500	250	12,468,750
40,000-44,999	42,500	350	19,783,750
45,000-49,999	47,500	200	12,635,000
50,000-54,999	52,500	150	10,473,750
55,000-59,999	57,500	70	5,353,250
60,000-64,999	62,500	70	5,818,750

Total

3,290

135,028,250

Table 1 is adapted from Freedom of Information Request, University of Kent, 31 July 2018. The figures f
Table 2 consists of estimated figures based on median academic staff basic salary income (£47,263) and

According to the university's financial statement, total staff cost was £158,446,000 in 2018-19. This al

Proposal for Furlough Days at University of Kent

ar. This figure is derived from Tables 1 and 2 - see below.

o its deficit – see <https://www.nytimes.com/2009/07/11/education/11calif.html> ;

.com/2009/07/26/us/26california.html ; <https://sfpublicpress.org/news/2009-07/uc-regents-back-furlo>

Lost pay by k% Basic annual salary (£) after Annual cost to un Savings from lost | Salary loss | Original ear

12.50%	59,063	3,849,103	549,872	8,438	184.9315
15.00%	61,625	3,278,450	578,550	10,875	198.6301
15.00%	65,875	2,716,026	479,299	11,625	212.3288
15.00%	70,125	2,891,254	510,221	12,375	226.0274
15.00%	74,375	2,374,050	418,950	13,125	239.726
17.50%	76,313	1,319,443	279,882	16,188	253.4247
17.50%	80,438	1,069,819	226,931	17,063	267.1233
20.00%	82,000	1,199,660	299,915	20,500	280.8219
20.00%	86,000	228,760	57,190	21,500	294.5205
22.50%	87,188	347,878	100,997	25,313	308.2192
22.50%	91,063	726,679	210,971	26,438	321.9178
22.50%	94,938	126,267	36,658	27,563	335.6164
25.00%	95,625	254,363	84,788	31,875	349.3151
25.00%	99,375	528,675	176,225	33,125	363.0137
25.00%	103,125	274,313	91,438	34,375	376.7123
25.00%	106,875	0	0	35,625	390.411
25.00%	110,625	147,131	49,044	36,875	404.1096
27.50%	110,563	0	0	41,938	417.8082
27.50%	114,188	0	0	43,313	431.5068
27.50%	117,813	0	0	44,688	445.2055
27.50%	121,438	161,512	61,263	46,063	458.9041
27.50%	125,063	332,666	126,184	47,438	472.6027
30.00%	169,750	225,768	96,758	72,750	664.3836

22,051,816 4,435,134

0%	2,500	249,375	0	0	6.849315
0%	7,500	748,125	0	0	20.54795
0%	12,500	1,662,500	0	0	34.24658
0%	17,500	9,891,875	0	0	47.94521
0%	22,500	12,718,125	0	0	61.64384
0.00%	27,500	23,773,750	0	0	75.34247
0.00%	32,500	19,451,250	0	0	89.0411
0%	37,500	12,468,750	0	0	102.7397
0%	42,500	19,783,750	0	0	116.4384
0%	47,500	12,635,000	0	0	130.137
2%	51,450	10,264,275	209,475	1,050	143.8356
5%	54,625	5,085,588	267,663	2,875	157.5342
8%	57,813	5,382,344	436,406	4,688	171.2329

134,114,706

913,544

or salary bands over £100K was obtained from the 2019 university financial statement.
professional, administrative and support staff basic salary income (£26,243) at 23 April 2019.

most corresponds to the estimated staff costs in Tables 1 and 2 of £159,829,425.

oughs-and-pay-cuts-staff-protest;

Furlough days per staff

45.625

54.75

54.75

54.75

54.75

63.875

63.875

73

73

82.125

82.125

82.125

91.25

91.25

91.25

91.25

91.25

100.375

100.375

100.375

100.375

100.375

109.5

0

0

0

0

0

0

0

0

0

0

7.3

18.25

27.375