

WE'RE AT BREAKING POINT

FOUR FIGHTS ONE UNION

- 1** address the scandal of the gender, ethnic, and disability pay gap
- 2** an end to contract casualisation and rising job insecurity
- 3** tackle the rising workloads driving our members to breaking point
- 4** an increase to all spine points on the national pay scale of £2,500

VOTE YES to support action short of a strike.

VOTE YES to support strike action.

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We're demanding action from our employers on four key areas: pay inequality, casualisation, excessive workload, and the failure of our salaries to keep pace with inflation.

Higher education has seen its income rise substantially in the last decade but management has consistently refused to do anything about the issues that matter to staff. It's time to fight back against a business model which exploits and overworks staff and embeds inequality.

Inequality

While salaries at the top continue to grow, nothing has been done to address the inequalities that blight our sector. Women are paid on average 15.1% less than men, and black academic staff earn 12-13% less than white colleagues of the same gender and experience.

Casualisation

Thousands of HE staff are now employed on casual and fixed term contracts and over 3,000 staff were made redundant during the pandemic with many contracts ending and not being renewed. Job insecurity leads to high levels of stress, and financial hardship and the exploitation of these essential staff is a blight on our sector.

Workload

Work overload has intensified with four-fifths of staff surveyed by UCU struggling with workload and poor mental health. This is not sustainable. The global reputation of the sector has been built on the backs of over-worked staff and our employers have failed to address the issue.

Salaries

Salaries have fallen against inflation by over 20% since 2009: a critical indication of the worth that employers place on our efforts. At a time when the sector has recruited record number of students and held record surpluses, they have allowed the value of our pay to erode year by year.

What does UCU want?

We want our employers to recognise the scale of our concerns, not just about casualisation, workload, inequality, and salary erosion but about the cumulative effect these issues have on how staff feel. All UCU wants is for our employers to stop hiding behind each other and to finally commit to reaching a national agreement with us on these key issues.

Please stand up for fair conditions and fair pay in our sector.

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