

DEFEND ALL JOBS



The University of Liverpool is the second largest employer in the Liverpool City Region. The University of Liverpool relies on a high proportion of casualised staff.

- **37% of academic staff are on fixed-term contracts**
- **4% of all staff are on zero hour contracts**

Protecting the local economy means making sure that casualised staff keep their jobs. No jobs need to be lost as a result of the shock caused by the coronavirus. Whilst we recognise there is a potential loss of income we believe this can be absorbed by the University. We propose 3 steps that need to be taken to protect all jobs at the University of Liverpool.

- 1. Develop a realistic and sustainable model of student intake that is not based on never-ending growth.**
- 2. Scrap capital development projects. Any resumption of such projects would need the agreement of the campus trade unions.**
- 3. End gross pay inequality. Introduce a 1:6 pay ratio where the highest paid earner can earn no more than 6 times the lowest paid member of staff. This would see a £100,000 maximum wage at the University of Liverpool.**

Staff already have excessive workloads. They cannot and will not take on work previously done by fixed-term and casualised colleagues. There should be no redundancies, threats to jobs or changes to terms and conditions of employment.

**WE CAN AFFORD TO PROTECT ALL JOBS
AT THE UNIVERSITY OF LIVERPOOL.**