

31 October STRIKE FOR FAIR PAY

The pay claim is affordable

- the money is there in the universities
- higher education staff are worth it!

#fairpayinHE

UCU
University and College Union

UNISON
the public service union


unite
theUNION

“ Over 4,000-low paid staff are currently paid below the Living Wage. We are fighting to give you a decent standard of living. ”

10 reasons to take industrial action for fair pay

- 1 Pay.** In the last four years, pay in real terms has fallen by almost 15% for most support staff in higher education. This has eroded living standards and we believe this year's 1% offer is inadequate and that it is time to take action for fair pay.
- 2 Inequality.** Higher education has a greater gender pay gap than the rest of the public sector. Yet, in the last decade, little positive action has been taken by the employers to address our concerns at the national level.
- 3 Zero hours contracts.** More than half of higher education institutions are using zero hours contracts and the numbers are growing. This affects people's job security and levels of staff.
- 4 Funding surpluses.** Higher education institutions continue to add to their reserves. In the last two years, surpluses in the sector have been over £2 billion. Student fee income has more than offset cuts in government grants. There is large-scale investment by universities in everything except staff pay!
- 5 Job security.** A 2013 union pay survey showed that job security was a key priority for staff. We want a national agreement that will avoid redundancies. Staff in HE have been subject to ongoing reviews for years and should be entitled to a greater degree of job security.

“ Over half of vice-chancellors earn over £242,000. At the same time, the amount spent on your salaries is falling. ”

- 6 Workloads.** Staff deserve a reasonable work-life balance. Surveys show around 30% of staff are working over 50 hours a week. Workloads in HE are increasing as you are asked to work harder for no more money.
- 7 High pay for some.** Pay restraint hasn't been applied equally. Since 2009, the number of staff paid over £100,000 has increased substantially, with over half of vice-chancellors earning over £242,000. At the same time, the amount spent on your salaries is falling.
- 8 A Living Wage.** Over 4,000 staff are currently paid below the Living Wage. Employees in higher education want to live – not just exist. We are fighting for a Living Wage, to give a decent standard of living to those of you on the lowest pay.
- 9 Doing nothing is not an option.** Unless you stand up now, the situation will not improve. Unless we stand together, your employers will continue to make below inflation offers, believing that staff will accept the crumbs they offer. If we keep silent they will feel free to ignore our concerns on pay, equalities, workload and job security.
- 10 The pay claim is affordable** – the money is there.

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HE staff are worth it!
Take action... and join us in the strike for fair pay!

If you are not already in a union now is the time to join. Unions are your voice at work. In addition unions offer a range of discounts, savings and special offers to make your money go further.

Talk to your university union representatives to find out more.

You keep your university running smoothly for students and staff. You deserve a decent level of pay.

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