

# Support our strike



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## WHAT IS THIS STRIKE ABOUT?

### Loss in the value of our pay

- Since 2009, the cumulative loss to our pay (compared to rises in RPI) is 14.5%.
- If inflation increases as predicted then by the end of this year the total real terms decline in our pay since 2009/10 could be as high as 17.5%.

### Shameful pay inequality

- Inequality in UK higher education is shameful with a gender pay gap of 12.6% (a difference of £6,103 per year) amongst academic staff in 2013/14.
- The total gender pay gap currently stands at a staggering £528 million.

### The scandal of casualisation

- 75,000 university staff are on highly casualised 'atypical' academic contracts (at least 21,636 are zero- hours contracts)
- 67% of research staff are still on fixed-term contracts - more than 10 years since the fixed-term regulations came into force, around a third of these are contracts of 12 months or less.

### Significant rise of vice-chancellor, principal and senior pay

- High levels of remuneration, lack of transparency and oversight have angered university staff.
- In 2013/14 the average vice-chancellor salary for was £260,290 and, on average, vice-chancellors were paid 6.4 times more than the average salary of staff.

### Affordability - and the choices institutions make

- The sector has over £1 billion in operating surpluses, but at the same time staff costs as a percentage of expenditure have fallen by 1.2%.
- The fact is that university managements are spending lots of money on buildings and increasing revenues and they are doing it at our expense.

## WHY WE ARE STRIKING

- No education worker wants to strike but we cannot sit back and watch our pay continue to be eroded, inequality grow unchallenged and employment become more and more insecure every year.
- We believe the most important asset to a university is the people who work there. In order to continue to deliver high quality education, the sector must invest in staff and address the inequality and insecurity that blights our universities.
- We want to find a solution to this dispute - no-one wants to disrupt students' education but enough is enough. In order to make the employers sit up, listen and change their minds we have regrettably been left with no alternative but to take strike action.

**Please support the strike action and join UCU's campaign for a fair deal for higher education staff.**