Universities risk their reputations by failing to value teaching staff

In no successful business do smart leaders deliberately alienate frontline workers.

An opinion piece by Margaret Heffernan, *Financial Times*, points out that falling wages and low morale in HE risk damaging delivery to students.

She points out that no astute business leader would devalue front-line support staff in the way that universities have: “…treating people as dispensable and cheap’ has never been an effective strategy for getting the best from people. The USS strikes are a ‘textbook’ case of bad industrial relations.”

No wonder university staff have finally been pushed to take action over this pensions betrayal.

<https://www.ft.com/content/2b73cd9a-21ed-11e8-add1-0e8958b189ea>

**Summary of USS Pension Issues**

The best and clearest outline we’ve seen so far of the USS issues comes from Dennis Leach, Emeritus Professor of Economics at Warwick. He asks if the USS pension scheme is really in crisis.

**Answer: No, it is not in crisis and it is not in deficit.** There is no justification for massive pension cuts or gambling on ‘defined contributions’.

To read the full account go to The Pension Playpen blog:

<https://henrytapper.com/2017/11/25/is-the-uss-really-in-crisis/>



**Open University Branch of UCU**

**Email:** [**ucu@open.ac.uk**](mailto:uxu@open.ac.uk) **and Twitter: @oubucu**

**Facebook:** [**www.facebook.com/oubucu**](http://www.facebook.com/oubucu)  
**JOIN UCU:** [**www.ucu.org.uk/join**](http://www.ucu.org.uk/join) **or 0333 207 0719**