

# BACK ON STRIKE

## Pay and Equality ('Four Fights') plus Pensions

**UCU strike action began in November 2019. We're on strike again because offers from the employers' side just don't add up.**

We demanded a new national framework for phasing out **JOB INSECURITY, PUNITIVE WORKLOADS, and GENDER AND ETHNICITY PAY GAPS**. While the employers came back to the table to negotiate, they haven't offered anything of real substance to meet these demands. The pay rise offered is well below inflation.

**More than half the academics in UK HE are now on fixed-term or casual contracts. Precarious work has become the norm.**

The Gender Pay Gap in HE is 15.1%. The Ethnicity Pay Gap is higher: at elite institutions in the Russell Group it was 26% in 2018. This shocking situation must end - we need national pay audits to make this happen.

The average working week in HE is now 50+ hours. Many report doing even more. Overload is standard and stress-related illness is soaring.

**PAY OFFER FROM EMPLOYERS FROM OCTOBER: 1.8%**

**PENSION CONTRIBUTION INCREASES FROM YOUR POCKET SINCE APRIL: 1.6%**

*Pay settlements in Higher Education have failed to keep pace with inflation since 2009. We would need a rise of 23% to catch up!*

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# PENSIONS UPDATE

In 2018 we saw off a fundamental threat to USS (Universities Superannuation Scheme) after 14 days of strike action.

**A Joint Expert Panel (JEP) agreed with UCU criticisms of the valuation scheme and proposed a plan for avoiding short-term hikes. Yet USS insisted on unnecessary contribution rises.** We shouldn't have to pay them. This scheme is becoming unaffordable for everyone but it doesn't have to be this way.

The second JEP report, published in December, offers long-term solutions to valuing and funding the scheme. But USS largely ignored the first report. Will UUK insist the recommendations of the new report are adopted? **It's time for employers to stand with us and the experts they appointed to find a fair long-term solution for USS.**



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