

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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