WHY WE ARE ON STRIKE

**To SAFEGUARD OUR PENSIONS**

**To FIGHT FOR**

**JOB SECURITY, EQUALITY, DECENT WORKLOADS and FAIR PAY**

**◊◊◊ PENSIONS UPDATE ◊◊◊**

In 2018 we saw off the 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. Yet USS has insisted on increasing pension contributions. They’re unnecessary and we shouldn’t have to pay them! The next JEP report is overdue: what if USS doesn’t accept that report either? It’s time for employers to stand by the experts they appointed!



**EQUALITY ◊ WORKLOAD ◊ JOB SECURITY**



More than half the academics in UK HE are now on fixed-term or casual contracts. Precarious work has become the norm. It’s time to stop this erosion of basic security.

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 concrete action!

The average working week in HE is now 50 hours. Many report doing even more. Overload has become standard. Stress-related illness is soaring.

**Do the maths. . . .**

**PAY OFFER FROM EMPLOYERS: 1.8%**

**PENSION CONTRIBUTION INCREASES COMING OUT OF YOUR POCKET: 1.6%.**

**INFLATION (RPI): 2.1%**

Pay settlements in Higher Education have failed to keep pace with inflation since 2009.

***We would need a pay rise of 23% to catch up.***