

# TIME FOR FAIRNESS

While workloads keep rising, pay goes down. To catch up with inflation since 2009, HE staff would need a whopping 23% pay rise. Surveys show that some staff at the OU are working 1-2 extra days per week and giving up annual leave just to try to keep up. And many staff are on insecure contracts with no idea if they'll be employed next month or next year.

## TIME FOR CHANGE

**Universities are now run on a business model founded on unpaid overtime and job insecurity. Instead we need:**

- New national framework, like the HE Pay & Grading Framework, for phasing out precarious and insecure contracts
- Improved sector-wide approach to tackling workload problems
- Equal pay audits to close the gender and ethnicity pay gaps
- Pay rise above inflation. The pay claim from the 5 HE unions asks for RPI plus 3% (or min £3,349).

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## **It's a Workload Crisis**

More than 70% of respondents to the 2018 OU workload survey said overwork had a negative effect on their mental and physical health. The figures for reports of poor morale and negative effects on personal life were as bad or worse.

## **It's a Job Security Crisis**

'Casualised workers are stressed, exploited, underpaid, and often pushed to the brink by senior management teams relying on goodwill and a culture of fear.' *Vicky Blake, UCU Vice President\**

## **It's an Equality Crisis**

The Gender Pay Gap currently stands at 15.1 for HE. For OU administrative and professional staff, it is 9.5% (median). The Ethnicity Pay Gap in the sector is 12-13%.

\*From the introduction to Nick Megoran and Olivia Mason, ***Second Class Academic Citizens: The Dehumanising Effects of Casualisation in Higher Education*** (2020) p 5

[https://www.ucu.org.uk/media/10681/second\\_class\\_academic\\_citizens/pdf/secondclassacademiccitizens](https://www.ucu.org.uk/media/10681/second_class_academic_citizens/pdf/secondclassacademiccitizens)

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