

United *for* Education

Fair Pay NOW!

**UNIVERSITY STAFF = 13% PAY CUT
£1 BILLION SURPLUS IN THE SECTOR**



#fairpayinHE

eis
The Educational
Institute of Scotland

ucu
University and College Union


unite
theUNION


UNISON
the public service union

United for Education

WHAT'S THIS STRIKE ALL ABOUT?

UK higher education has a great international reputation and student surveys consistently show that staff are providing a high quality service. Yet the very people who make our universities great have seen their pay cut by 13% over the last four years. The National Union of Students (NUS) supports the joint staff unions in believing that university staff should be properly supported and remunerated. Together we believe that fair pay is an issue of fairness in itself, but also note that there are very clear benefits to students that pay is at a level which attracts excellent staff, and helps to support the maintenance of a happy and motivated workforce.

However, our staff are being asked to work harder and take home less and less money to their families year after year.

EIS, UCU, UNISON and Unite have joined together to ask for a modest pay rise to tackle the problems of falling pay levels and to ensure that all universities pay a living wage to their lowest paid workers.

BUT WHY SHOULD UNIVERSITY STAFF BE PAID MORE?

The joint unions and NUS believe that the introduction of market forces into higher education funding is forcing universities to make rash economic decisions, incentivising them to engage in beauty contests rather than investing in the underpinnings of a quality education. University staff have asked for a modest pay rise that begins to tackle the problems of falling pay and ensure a living wage for the lowest paid. We think that's a fair deal for staff.

It is also a deal the universities can afford. Between them, our universities have amassed

a surplus of more than £1.1 billion. But they are refusing to spend any of this on investing in the staff who make our universities work.

If they don't start to invest some of the money they have amassed on tackling the problems of low and falling pay in our universities, our reputation will suffer and so will the quality of education that students receive.

This is a problem for everyone and it is holding back a real recovery in our economy. A fair deal for us, as well as other working people, will help tackle the growing cost-of-living crisis and ensure a stronger recovery.

BUT WHY DO YOU HAVE TO STRIKE?

We feel we are left with no other option. We have tried to persuade our employers to tackle the problems of falling pay by talking, negotiating and campaigning, but they still refuse to use any of their amassed money for a fair pay deal.

That means we have to either accept an endless attack on our pay and conditions – or do something about it.

The members of all our unions, representing all staff who work in higher education, have voted to take action because we know that unless we do, things will just get worse. The National Union of Students believes that rather than allowing students and staff to be pitted against each other, students and staff should find common ground and wherever possible, work together to defend education.

We apologise for any disruption caused by our action – but we ask for your understanding and support, because if we can't get a fair deal from our universities, everyone will suffer.