

# SUPPORT the STRIKE!

**Defend pay, defend education**

**Join the union, join the strike**

**14 Oct 14**

**£££ FAIR PAY** in further  
education

## What this strike is about

- ▶ UCU remains in dispute over our 2013/14 further education (FE) England pay claim and is now calling on FE members in England to take strike action on 14 October 2014 in pursuit of this claim.
- ▶ UCU, together with the other FE trade unions, submitted a pay claim of 5% to the Association of Colleges (AoC) on 30 January 2013.
- ▶ On 25 June 2013 the AoC made a final offer for 2013/14 of 0.7%. In response to the offer UCU's Further Education Committee agreed, on 28 June 2013, to recommend rejection of the offer and to consult UCU FE England branches on this position prior to a ballot for industrial action.
- ▶ A consultation of UCU FE England branches in September 2013 agreed with FEC's recommendation to reject, and a ballot for industrial action was conducted in November 2013 in which 71% of voting members voted to take strike action in support of the 2013/14 pay claim.
- ▶ On 3 December 2013 UCU members in FE colleges in England took strike action. Despite a number of meetings with AoC representatives both before and after the strike no improvement has been made on their offer of 0.7% for 2013/14.
- ▶ In the last five years FE pay has fallen behind inflation by 16%, a real terms pay cut of over £5,500 per year for most lecturers.
- ▶ At the same time staff are struggling with increased workloads and excessive working hours – morale is at rock bottom.

## You deserve a fair deal at work

- ▶ Our communities need lecturers in further education who are fairly rewarded or

colleges will struggle to recruit and retain the best people. Staff turnover is already running at 18% and rising.

- ▶ Average full-time pay for FE lecturers continues to be lower than for school teachers.
- ▶ Now, more than ever, further education offers crucial opportunities to young people and adults.
- ▶ Politicians and college leaders are full of warm words about the role further education plays – yet they are not prepared to invest in it.
- ▶ Austerity has led to significant cuts in funding; these cuts are being passed on to you. UCU believes that education needs proper investment for college's greatest asset – its staff.

## Please support the strike action

- ▶ UCU has tried to reach a solution via protracted discussions. We want a negotiated settlement.
- ▶ Politicians and employers aren't listening and it's now clear that we have to take a stand to protect living standards and the high-quality further education our communities depend on.
- ▶ UCU is fighting for a fair deal for members and we support other public sector workers who are also campaigning for a fair deal at work. We will stand shoulder to shoulder with them as we move toward strike action.
- ▶ **Strike action is always a last resort but we have no other options left to us – please join the strike action on 14 October 2014 and support UCU's campaign for fair pay in further education.**

**#fairpayinFE**