Our Four Fights

1. PAY

- RPI PLUS 3% (a total of 5.2% as at December 2019) or minimum of £3,349
- £10/HOUR FOR IN-HOUSE STAFF and Foundation Living Wage for contractors

2. WORKLOAD

- 35 HOUR WORKING WEEK as a basis for our contracts
- A NEW APPROACH TO WORKLOAD MANAGEMENT
  Adoption of the Health and Safety Executive’s Stress Management Standards, or equivalent
- LOCAL ACTION PLANS to reduce work-related stress and ill health

3. EQUALITY

- CLOSE THE GENDER AND ETHNIC PAY GAPS with time-specific agreements with specific actions
- A FULL EQUAL PAY AUDIT covering all protected characteristics, to be shared with the campus trade unions

4. CASUALISATION

- END ZERO-HOURS CONTRACTS
- END WORKER ARRANGEMENTS FOR TEACHING STAFF in favour of proper employee contracts
- FRACTIONAL CONTRACTS Transfer more hourly-paid staff to fractional contracts
- TAKE OUTSOURCED STAFF BACK IN HOUSE on specific timescales
- REVIEW THE USE OF HOURLY PAID LECTURERS in post-92 universities
- IMPROVE JOB SECURITY and create more open-ended contracts for researchers
- POSTGRADUATE TEACHING ASSISTANTS Give them guaranteed hours and proper employee contracts, linked to the national pay spine

A framework to eliminate precarious employment. Institutions will create action plans with commitments to:

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