



NO to a two-tier system

Do you want to be taught by the most talented lecturers and researchers out there?

If the answer is yes, then you should know that the university has decided that all new teaching and research staff will be employed by a wholly-owned subsidiary company on inferior contractual terms to their university-employed colleagues. Over time this will lead to a two-tier workforce.

UCU believes that because of these changes the university will struggle to attract and keep talented staff. Even our employers admit 'there may be some risk in the university's attractiveness as an employer.'

To ensure students receive the best possible education and to attract students in the future our university needs talented academics.

Staffordshire University UCU branch is campaigning to stop the university's plans to bring in a two-tier workforce for academic staff.

Support your lecturers

This process of fragmentation has already begun – new academic staff employed by the subsidiary will no longer retain access to the Teachers' Pension Scheme and will have to accept instead the much-inferior Staffordshire University Pension Scheme (SUPS).

Unlike the TPS scheme, staff will not have certainty over their retirement income. Employer contributions will drop from 23.68% to a maximum of 10%. Staff will have smaller retirement pots.

There will be inequity. It will be a two-tier system.

As new staff make up a greater proportion of the university workforce, UCU expects the university to take steps to move all staff to the inferior scheme. We think that this is just the beginning of a process that will undermine the conditions of service that have been hard-won by generations of academics through their union.

REMEMBER: Our working conditions are your learning conditions

- Your lecturers should be treated fairly, equally and have access to the Teachers' Pension Scheme
- The university will have no reason to operate a two-tier pension scheme so, over time, we expect them to introduce the inferior scheme for everyone.
- No other university has done this yet.
- Staffordshire University will struggle to attract and retain talented staff, which will ultimately affect students' learning and the future of the institution.

What can you do?

- Send messages of support to the campaign on **Twitter @StaffsUCU**
- Write to the Vice-Chancellor (**martin.jones@staffs.ac.uk**) to express your support for your lecturers.