



NO to a two-tier system

Staffordshire University UCU is campaigning against the university's plans to bring in a two-tier workforce.

The university has decided that all new staff will be employed by a wholly-owned subsidiary on different contractual terms. This will lead to a two-tier workforce and increase pressure by the university to 'harmonise downwards' to less favourable working conditions for everyone.

It will also destroy cohesion, meaning that colleagues working side by side may be subject to different management. This may lead to resentment and disputes between employees, and a poor working environment. It is a blatant attack on our hard-won terms and conditions.

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

Defend access to the TPS

This process of fragmentation has already begun – As the subsidiary company is not part of national bargaining arrangements between unions and UCEA, it will be harder for UCU to represent members there.

No other university has done this yet. UCU believes that if it continues with these plans Staffordshire will struggle to attract and retain talented staff, which will ultimately affect students' learning and the future of the institution.

What will be the impact for current members of staff?

The university will have no reason to operate a two-tier pension scheme. As new staff make up a greater proportion of the workforce, UCU expects the university to take steps to move all staff to the inferior scheme.

What will be the impact for new members of staff?

New staff will be in a defined contribution pension scheme. Unlike the TPS scheme, staff will not have certainty over their retirement incomes.

Employer contributions will drop from 23.68% presently to a maximum of 10%. Staff will have smaller retirement pots.

Depending on when they retire, staff with the same service may achieve different outcomes. There will be inequity. It will be a two-tier system.

What will be the impact for the university?

UCU believes that the university will struggle to attract and retain 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 staff. ALL academics should have access to the TPS.

VOTE YES FOR STRIKE ACTION AND YES FOR ACTION SHORT OF A STRIKE

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