



**Support our  
strike for fair pay  
in further education**

**College staff have  
had enough**

**PAY US RESPECT!**



# WHY ARE COLLEGE STAFF ON STRIKE?

A decade of below-inflation rises has seen our real-terms pay shrink and the gap with school teacher salaries grow.

Now the cost of living crisis and spiralling energy bills have made it even more urgent that we secure a fair deal. Huge increases in the cost of fuel, food, transport and national insurance are eroding the value of our wages.

Unsustainable workloads take a heavy toll on health. There are around 24,000 less lecturers in FE than in 2009. Our recent survey showed that staff are working a record number of extra hours amounting to two unpaid days a week.

## WHAT DO WE WANT?

We're calling for action to restore college pay levels and mitigate below-inflation awards since 2009:

- A 10% increase on all pay points with a minimum uplift of £2000.
- All colleges to become accredited Foundation Living wage employers.
- Action to address spiralling workload in colleges. We're calling for a new framework that tackles class sizes, guided learning hours, admin support and working from home.
- An agreement on professionalism that values the judgement of us as practitioners and supports our professional development.

## THE MONEY IS THERE AND OUR DEMANDS ARE AFFORDABLE

Colleges have built up substantial financial surpluses and reserves and are in good financial health. Not many FE staff can say the same!

This year, the largest increase in base rate funding for FE in over a decade, an uplift of around 8.5% for 2022/23, has been announced. However there is no guarantee that money will end up in your pay packet if we don't fight for it.

## THIS IS A FIGHT WE CAN WIN

Across the country, workers and their unions including our fellow UCU members in prison education and universities, are saying 'enough is enough' and organising to take action to protect living standards and working conditions. UCU college branches that have taken or threatened to take action have won substantial settlements. When we stick together, we win together. Striking is always a last resort but college employers have now left us with no choice but to take action to defend our pay and conditions.

[www.ucu.org.uk/respectfe](http://www.ucu.org.uk/respectfe)

[www.ucu.org.uk/join](http://www.ucu.org.uk/join)

**UCU**

