

**ucu**

University and College Union



# VOTE YES

**VOTE YES FOR  
MANAGEABLE  
WORKLOADS**

**VOTE YES FOR  
BINDING NATIONAL  
BARGAINING IN FE**

**VOTE YES FOR  
DECENT PAY  
& CONDITIONS**

**VOTE YES FOR  
A NEW DEAL  
FOR FE**

**VOTE YES FOR STRIKE ACTION**

# WHY UCU IS BALLOTING FOR STRIKE ACTION

*Ballot opens  
Monday  
13 October*

## PAY - WE NEED TO CLOSE THE GAP

Pay in further education (FE) has fallen far behind school teachers. Although the sector has received new funding over the last three years, FE pay has fallen by more than 40% since 2009/10. Our claim for a 10% pay rise is needed to begin to reverse the decline in FE pay.

All additional **funding in FE must be ring-fenced for staff pay.**

- **FE pay increases need to be implemented in all colleges** to keep up with inflation and to close the pay gap with schools.
- **We need starting pay parity** between FE and school teachers.
- **We need agreed national pay spines** with progression and headroom.

## WORKLOAD - WE NEED TO AGREE MAXIMUM HOURS

The lack of national agreements on working hours and planning, preparation and assessment time are the root cause of excessive workloads.

In the next three years there will be 60,000 more students entering FE yet 50 % of lecturing staff leave within the first three years.

**We need:**

- **maximum** weekly and annual teaching hours
- **agreement** on the definition of a *teaching hour*
- **nationally-agreed** class size recommendations
- **national policy** on the delivery of guided learning hours
- **boundaries** for contacting staff by email or phone.

## NATIONAL BARGAINING - WE NEED FULLY FUNDED AGREEMENTS

**We need meaningful national bargaining with binding outcomes** and a new national bargaining agreement in FE.

With binding national bargaining and fully-funded pay outcomes, FE staff will regain the professional respect afforded to other teaching professionals.

**We need decent pay, and terms and conditions NOW.**

**VOTE YES FOR A NEW DEAL FOR FE STAFF**

**VOTE YES FOR STRIKE ACTION**

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

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