



**Join  
UCU**

**the union for hourly-paid  
academic and academic  
related staff**

## Why you should join UCU today

UCU is the largest union in the UK representing academic and academic-related staff.

**Nationally we negotiate annual pay increases for staff on agreed national pay spines and hourly rates of pay for those who have yet to be assimilated to agreed pay spines. We negotiate terms and conditions of employment both nationally and locally.**

### **HOURLY-PAID STAFF – A PRIORITY FOR UCU**

Hourly-paid staff are a priority for UCU. We campaign for greater job security for hourly-paid staff by moving them to permanent pro-rata contracts and onto agreed pay and grading structures. Terms and conditions should be the same as for other teaching staff.

We are also campaigning for equal treatment of hourly-paid staff in relation to pay, pensions, sick pay, maternity leave, access to facilities and inclusion in decision-making.

UCU has been instrumental in lobbying for, and monitoring the implementation of, the part-time workers' and fixed-term employees' regulations that prohibit part-time and fixed-term staff being treated less favourably than their full-time permanent colleagues.

### **REPRESENTATION AND ADVICE**

You are not alone. If you have problems at work you can contact your branch for advice, representation and legal help. Experienced local officers are supported by full-time regional and national officials. However you need to join before encountering a problem – that's why it is important to join us today.

We represent the views of our members on professional issues to ministers, MPs and organisations within the sector and outside.

As a member you also have access to the services of The College and University Support Network which offers 24/7 support by phone or online, from confidential counselling to financial assistance.

Hourly-paid staff are represented on a national committee that influences UCU policy

### **YOU'RE BETTER OFF IN A UNION**

Research has shown that union members are likely to be better paid, have more annual leave, better sickness and pension benefits, have safer workplaces and are more likely to take advantage of flexible working.

You will benefit from a range of financial products at discounted rates and you can claim back income tax relief for part of your membership subscription.

**You can join online at [www.joinonline.ucu.org.uk](http://www.joinonline.ucu.org.uk) Our website shows a full list of benefits**

**Join UCU today. The more  
hourly-paid staff that join  
us the more we can achieve**

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