

10 REASONS WHY YOU SHOULD SUPPORT THE CAMPAIGN FOR A FAIR DEAL

1 **Because your employer is targeting your standard of living** Higher education employers have made yet another salary cutting pay offer of 0.5%. HE staff have seen around 13% cut in the value of their pay in the last four years, on top of higher pension contributions and a rising cost of living. This cannot go on.

2 **Because your employer is colluding with the government to make it easier to sack vulnerable staff** Higher education employers have colluded with a government that is intent on attacking employment rights, lobbying them to make it easier to sack the most vulnerable staff in our sector, those on fixed term contracts. This is a disgrace as is the encouragement of precarious employment on zero hours contracts.

3 **Because your employers act as though inequality and unfairness are acceptable** The employers refuse to take meaningful national action to tackle the gender pay gap in our sector, to put hourly-paid staff on the national pay staff or to seek any agreement with us on disability leave. They seem to think inequality and unfairness are legitimate features of your working life.

4 **Because your employers think that you will sit back and take rising workloads on top of all this, even though it's bad for you and bad for education** Job cuts, job insecurity and falling pay will only increase workloads and stress levels. Stress in our sector are already higher than other occupations, with 30% of HE members reporting working in excess of 50 hours a week. This is bad for you, bad for students and bad for UK higher education.

5 **Because your employers think it's one rule for them and another for you** We're not all in it together. This unceasing attack on higher education staff is not being shared by Vice Chancellors, the majority of whom continue to enjoy salary increases in line with the bloated salaries of City executives.

6 **Because your employers think that they can get away with it** This is the fourth year of real terms pay cuts, coming on the back of attacks on our pensions and accompanied by an unceasing attempt to erode all the working conditions and securities that underpin high-quality, professional work in higher education. Your employers have launched a historic drive to remodel higher education as a lean, mean business and they believe you will sit back and take it.

7 **Because the sector can AFFORD fair pay** We aren't asking for everything. We're asking for an offer that matches inflation and begins to address the four year erosion in pay. The sector can afford this. Surpluses this year are stronger than were projected last year and the sector is described by HEFCE as being in sound financial health.

8 **Because job security and manageable workloads are good for UK higher education** Job security and manageable workloads are obviously good for you, but they are also good for the sector and our society. Fair working conditions are the foundations of high-quality academic work and they underpin our global reputation in the sector.

9 **Because fairness and equality are not optional extras** In spite of your employers' views, it is not acceptable to treat inequality and unfairness as part of normal working life. The longer employers are allowed to get away with unfairness and inequality, the more they will seek to exploit them to drive down costs.

10 **Because it is right** Investing in a fair deal for staff is the right way forward for UK higher education. Austerity is wrong for the economy and it's wrong for higher education. The benefits of properly investing in HE will be felt across the sector, across the economy and throughout our society. That's why it's vital that we stop the squeeze in HE and begin the fight for a fair deal.

STOP THE
SQUEEZE
ON HE

**Support the campaign
for a fair deal**

UCU
University and College Union