

Teaching is **NOT** a performance!



SAY NO TO PERFORMANCE-RELATED PAY

UCU believes performance-related pay is not fair
and will not work in further or higher education



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- ▶ It puts targets ahead of teaching. You are forced into a position of working towards your performance targets and collecting evidence of your performance rather than concentrating on getting on with your job.
- ▶ In a time of austerity and funding cuts it is hard to believe performance-related pay is really about rewarding and motivating staff. It is a way to ration pay.
- ▶ It is not equality-proofed. Women may not be able to progress as quickly and other groups may also be disadvantaged.
- ▶ With a limited pot of money it puts you in competition with your colleagues and does not promote a collegiate approach.
- ▶ It will make planning your finances more difficult as you will have no certainty about your future salary.

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