

IT'S

TIME FOR

CHANGE

**STRIKE FOR
FAIR PAY**

WHY WE ARE STRIKING IN FURTHER EDUCATION – BETTER PAY FOR FE STAFF

We are on strike because we believe that while FE staff do a vital job for our communities, they are too often poorly rewarded for their efforts and this college is sadly no exception.

This college is a member of the Association of Colleges (AoC). This year's pay recommendation from the AoC was for a 1% increase, once again much lower than inflation.

Even in colleges that have agreed to all of the AoC's recommended pay increases since 2009, staff are now 24.7% worse off than they were in 2009 when compared to inflation (RPI index Oct 2017).

Not everyone has seen their salaries cut over the past five years. Since 2008/09 the average principal's salary has increased by £17,000, from £120,000 to £137,000.

Better pay is important because colleges need to recruit and keep committed and experienced staff if they are to succeed. Meanwhile, low pay makes working in FE much less attractive.

UCU's demand is for a pay rise of RPI, as of 1 August 2017 (3.9%) plus 3% on all pay points with some colleges submitting additional local elements. The AoC in its response to the unions when it recommended the 1% pay increase for this year (effectively a pay cut) also said, 'We note your [ie the union's] comments on ethical leadership and where colleges are able to afford a higher award, they may wish to do so.'

UCU believes that the money exists, both at a governmental and college level, to give a pay rise our members deserve.

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www.ucu.org.uk/fepayengland