

UCU Strike Action 25 -26 May 2016

#fairpayinHE

NUS Briefing

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On 25 - 26 May 2016 members of the University and College Union (UCU) are taking industrial action in response to the 1.1% pay offer made by the employer body, Universities and Colleges Employers' Association (UCEA).

HE pay dispute: what's it all about?

We believe the most important asset to a university is the people who work there. In order to continue to deliver high quality education, the sector must invest in staff and address the inequality and insecurity that blights our universities. The 1.1% pay offer made by the employer body UCEA does not address the fact that:

- salaries for academic staff have fallen by 14.5% in real terms since 2009 and are not keeping pace with the cost of living
- the gender pay gap means female academics are still paid on average 12.6% less than their male counterparts
- over 75,000 academic staff are employed on insecure contracts like zero-hours or fixed-term posts
- vice-chancellor pay continues to increase at a faster rate; on average they now receive £270,000 in pay and pensions each year
- universities have over £1bn in surpluses, but the percentage expenditure on staff costs has fallen by 1.2%

What you can do to support UCU

UCU members in higher education will take strike action on Wednesday 25 and Thursday 26 May 2016. UCU members never take strike action lightly, but feel they have been left with no alternative. NUS and UCU want to see a quick end to the dispute, but UCEA urgently needs to make a better offer which addresses members' concerns.

To show your support for staff, and put pressure on the employers to bring about a swift resolution, you can:

- **Use social media** – use the hashtag **#fairpayinHE** to send us your messages of support
- **Contact your local branch** – get in touch to find out what will be happening in your area on Wednesday 25 and Thursday 26 May
- **Write to your vice-chancellor** – urge them to instruct UCEA to make an improved offer which acknowledges the concerns raised by staff

Further Information

For any further information on the UCU strike action please visit <https://www.ucu.org.uk/when-is-a-pay-rise-not-a-pay-rise>