

Fair pay campaign

UCU, together with other Higher Education unions, have submitted a pay claim for 2016/17 addressing fair pay for staff, closing the gender gap and stamping out casual contracts.

- By the end of this year the total real terms decline in your pay since 2009/10 could be as high as 17.5%.
- Over the past 5 years, Vice-Chancellors have seen an average salary increase of 14% compared to 5% for staff.
- UCU are seeking a pay increase to all spine points

Tackling the gender pay gap

Official pay data shows shameful and persistent pay inequality. UCU is seeking nationally-agreed action for institutions to close the gender pay gap by 2020.

Action on casual contracts

- 60% of teaching-only staff and 67% of research staff in HE are on fixed-term contracts.
- Over 21,000 HE teaching staff are on zero-hours contracts.

UCU is seeking nationally-agreed action for institutions to reduce the proportion of their staff on casual contracts and to ensure that their pay reflects the rate-for-the-job of permanent staff.

Join the union. Join the campaign.



We are working our way around all university buildings with our UCU information stalls. Come and say hello, meet committee members, ask questions..

WHAT'S YOUR RATE FOR THE JOB?



Check out **RATE FOR THE JOB**
www.ucu.org.uk/rateforthejob

An online tool enabling comparisons between pay rates across universities.

Get in touch

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E: ucu@st-andrews.ac.uk
T: 01334 467367

www.standrewsunions.org/ucu

Not a member yet?

Join at: www.ucu.org.uk/join

Or call **0333 2070719**

UCU is the voice for all academic and academic-related members of staff.

lecturers, professors, researchers, computer staff, librarians, managers, postgraduate tutors..

Together we're stronger



Branch Equality Officer Anindya Raychaudhuri (2nd left) with speakers (from left): Jackie Ashkin (SRC member for racial equality), Dr Lenore Bell (School of English), Dr Akira O'Connor (School of Psychology and Neurosciences) and Dr Gurchathen Sanghera (School of International Relations).

Challenging racism

UCU St Andrews got together with the Students' Association in March to hold a film screening of UCU film 'Witness' and a roundtable discussion on "Race and Racism in Higher Education".

The thought-provoking discussion included the problem of covert racism, experiences of racism through acts of micro-aggression, the effect that lack of representation has on Black and Minority Ethnic staff and students, and the difficulties of collecting statistics.

We now hope to run further events. If you would like to get involved or would like to hear about future events please get in touch.

Pledge for parity

The campaign theme for this year's International Women's Day (IWD) on 8th March was a Pledge for Parity. UCU's focus for IWD has been upon fair and transparent pay for women, with the gender pay gap in HE being highlighted as a key part of this year's pay campaign.

To make your pledge for parity and for further information, including a set of questions to help you identify whether you may have an equal pay or other discrimination claim, go to:

www.ucu.org.uk/iwd



Join now - don't wait until you have a problem!

The more members we have, the greater our influence upon university policy. We are an active branch, currently negotiating with the university on fixed-term and zero-hours contracts, retirement age, governance, workloads and equality issues.

Our dedicated volunteer caseworkers, supported by regional and national officials, also offer confidential advice and representation on individual problems in the workplace.

To receive full assistance you must be a member before the problem arises. Join us at: www.ucu.org.uk/join

Your Branch Administrator is Yvonne McKie

Office hours:
Tues, Wed, Thurs, 9am-2pm



Step Count Challenge



UCU is stepping up to the challenge of boosting exercise by putting forward a branch team for the Step Count Challenge.

This 8-week initiative, being run by the University Wellbeing and Engagement group over April - June, should see our UCU team reaping the benefits of clocking up those additional pedometer miles.



Committee members Rosalind, Ishbel, Tom and Laurence

There are lots of opportunities to get involved
Email: ucu@st-andrews.ac.uk

