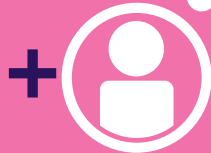


1. PAY



+ 3%

RPI PLUS 3%
(a total of 5.2% as at December 2019) or minimum of £3,349



£10/HOUR FOR IN-HOUSE STAFF and Foundation Living Wage for contractors

3. EQUALITY



CLOSE THE GENDER AND ETHNIC PAY GAPS with time-specific agreements with specific actions



A FULL EQUAL PAY AUDIT covering all protected characteristics, to be shared with the campus trade unions

4. CASUALISATION

A framework to eliminate precarious employment. Institutions will create action plans with commitments to:



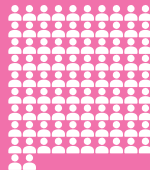
END ZERO-HOURS CONTRACTS



TAKE OUTSOURCED STAFF BACK IN HOUSE on specific timescales



END WORKER ARRANGEMENTS FOR TEACHING STAFF in favour of proper employee contracts



REVIEW THE USE OF HOURLY PAID LECTURERS in post-92 universities

POSTGRADUATE TEACHING ASSISTANTS
Give them guaranteed hours and proper employee contracts, linked to the national pay spine



FRACTIONAL CONTRACTS
Transfer more hourly-paid staff to fractional contracts



IMPROVE JOB SECURITY and create more open-ended contracts for researchers

2. WORKLOAD



35 HOUR WORKING WEEK as a basis for our contracts

A NEW APPROACH TO WORKLOAD MANAGEMENT

Adoption of the Health and Safety Executive's Stress Management Standards, or equivalent



LOCAL ACTION PLANS

to reduce work-related stress and ill health

A PAYMENT TO ALL STAFF in recognition of the unpaid hours we have worked

