

UBU\_GM\_03-05-06\_M\_AUTSTRIKE

**We Come First – An End to Industrial Action**

This union notes

1. That the AUT (Association of University Lecturers) and NATFHE (National Association of Teachers in Further and Higher Education) have made numerous efforts on a national scale to return to talks with UCEA (Universities and Colleges Employers' Association) to resolve this issue
2. That these talks have not been fruitful due to the refusal of the UCEA to offer an equitable pay rise
3. It has emerged that universities across the country are proposing to use casual staff to set examinations. This will have an impact on the quality of assessment
4. This industrial action has severe implications for students as it is possible this pay dispute could lead to a boycott of assessment and therefore delays in graduation and the refusal to set examination papers
5. At University Council, on the 23<sup>rd</sup> of April, the University voted to cut the pay of staff taking industrial action by 25%, leading to the escalation of this dispute

This union believes

1. That the AUT and NATFHE have been forced to take industrial action due to the stagnation of the salaries of academic and support staff
2. That the issue of gross governmental under funding of the higher education sector has led to the installation of top-up fees, stagnation of salaries, and the proposed lifting of the £3000 cap
3. This action places students in a very stressful situation as it is unclear how this pay dispute will be resolved
4. The University must acknowledge that its priority must be the needs of students. These needs will be better met by well paid, motivated staff
5. That it would be better for the University to commit its energy towards resolving the dispute instead of finding other staff
6. The National Union of Students has met with the Quality Assurance Agency (QAA) and stressed concern over the use of casual staff

This union resolves

1. To support all students during this stressful time
2. To make clear to the University that the needs of its students are paramount at this moment in time by the union exec writing a letter addressed to the senior management group strongly urging resolution
3. To encourage all students to raise this issue with their respective Deans in order to maintain pressure on the university to resolve this issue
4. To support the AUT and NATFHE who have been forced into such unfortunate circumstances

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