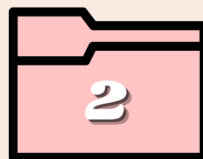




Why Are Staff  
Striking?



vs marketised HE



Picket Line 101



Debunking  
Misconceptions



QMUL Fails



Alternative study  
spaces



Student Wins



Faith Spaces &  
Open Spaces on  
Campus

# ***Why Are Staff Striking?***



## **Pension Justice**

Changes to scheme means an average loss of £240k during retirement.  
Staff are contributing more but receiving less.

## **Workload**

Average 51 hour working week vs. 35 hour contracted.  
Overstretched staff= less time for students.

## **Equality**

QM Women paid 16.3% less.  
QM BAME staff paid 18.3% less.

## **Pay Justice**

25% decrease since 2009.  
Meanwhile Principals pay and job benefits (inc. £1 mill apartment) have kept pace with inflation.

## **Casualisation**

44% of academic staff are on temporary contracts with no job security.



search for a demand



## ***End Casualisation***

### ***For Staff***

Job security.

### ***For Students***

Familiarity with staff across entire degree.



search for a demand



## ***Pay Justice***

### ***For Staff***

Liveable salary for ALL workers.

### ***For Students***

Education not just by and for the wealthy.



search for a demand



## ***Manageable Workload***

### ***For Staff***

Reduce burnout.

### ***For Students***

Students get the time and attention that they were promised.

# ***PICKET LINE 101***

## **WHAT IS...**

### **INDUSTRIAL ACTION?**

Industrial action is when workers **withdraw their labour** to show how crucial they are to the daily running of their workplace and ensure their concerns are taken into account.

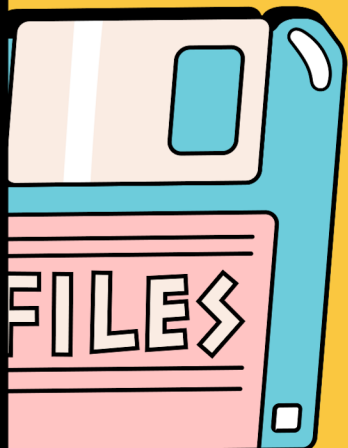
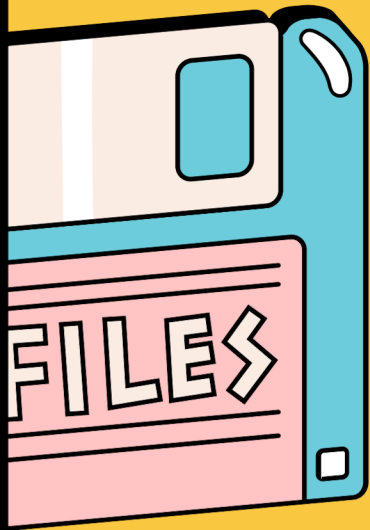
It is a **last resort** after bosses have refused to listen to workers.

Isolated workers are often exploited and made to accept underpay and overwork; by **collectively withdrawing labour, workers unite their strengths and bargain together.**

### **A PICKET**

A 'picket' is a visible manifestation of industrial action. Workers stand outside of their place of work. In doing so, they make the withdrawal of labour visible and inform passers-by of their cause.

A picket is a hopeful space where information and support is shared. **Everyone is welcome to visit!**





# WHAT DOES THIS MEAN...

## FOR STUDENTS?

On strike days, **classes will be cancelled**, and no emails will be answered. These cancelled classes **won't be 'rescheduled'**.

Firstly, because this is unrealistic- there is no time or space to add these hours to already overstuffed timetables.

Secondly, because this would undo the withdrawal of labour.

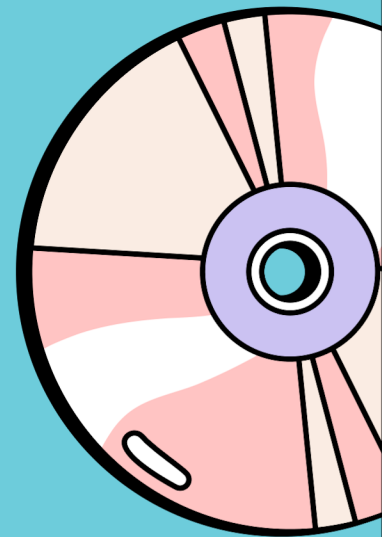
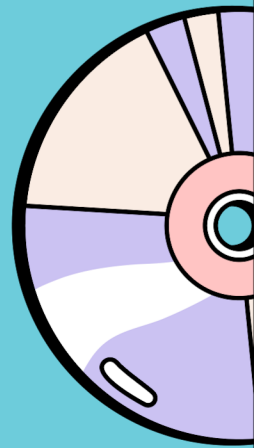
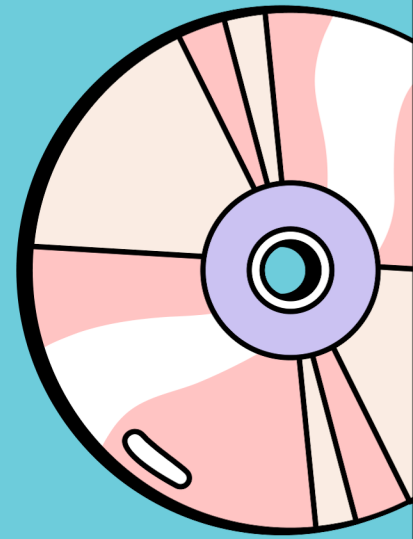
## ABOUT MONEY?

In the past, wages deducted due to strike action was put into a student hardship fund. This is **no longer the case** (a motion has been submitted to the SU hoping to reinstate this)

**Students can apply for refunds** based on disruption to students learning and well-being.

When the Office of the Independent Adjudicator orders these refunds, it is on the basis of **a lack of communication** from the university and its management.

The form sent by the VP for education asking to inform on the absence of individual teachers can be **used by management to refuse these refunds**.



PICKET 101

## BUT LECTURERS ARE PAID SO MUCH ALREADY?

The pay rise academic staff are asking for would adjust their pay to match inflation (since 2009, staff have taken a real-terms pay cut of 25%).

Not all teaching staff are professors or lecturers! Some Teaching Associates get paid around **£4,000** per year- **less than half of what home students pay in tuition fees**. The strike is against that casualisation & for viable contracts.

Adjusting pay and contracts would mean that academia remains a career option for everyone, not only the independently wealthy. Fighting for liveable pay & contracts is fighting for academia for workers from all backgrounds.

## ***DEBUNKING***

### UNIS ARE RICH. WHERE DOES THE MONEY GO?

Rising student numbers have generated more cash. But universities have refused to hire more staff to deal with the increase in work, instead preferring to slip the extra cash into the pockets of top management and prestige projects.

Are student fees well-spent on uni adverts, new fancy building projects, the **Principal's £315,451 salary** and bills for his (free) £1mill apartment, etc.?

# MISCONCEPTIONS

WHY ARE THEY  
COMPLAINING?  
ALL THEY DO IS  
TEACH!

## THE JOB IS GETTING BIGGER ...

The for-profit expansion of universities has put a strain on staff in all jobs:

- The **rising numbers of students** compared to unchanged levels of staff mean that staff's workloads have increased even further; more students means more support & admin work. They can't give students the time needed.
- For-profit management of universities has **reduced the number of professional support staff**. This crucial work teaching staff now has to add to their workload, without the needed expertise/time

## THE SYSTEM IS FRAYING

Students experience the consequences of that fray when they can't get the support they need. Student-facing staff are juggling more and more work:

- Admin roles (directing teaching programmes; meeting accreditation criteria; serving on committees; etc.)
- Supervising PhD students and research projects such as undergraduate dissertations
- Conducting their own research (publishing books, journal articles, writing grant proposals, etc.) and maintaining international networks -- which add to the prestige of QMUL
- Marking assessments, designing modules, & updating content
- Student support in academic development, pastoral care, mental health concerns, etc.

## ... BUT PAY IS GOING DOWN

The pay claim is for *all* staff in Higher Education (teaching, admin, cleaning, maintenance, library, etc.) who are made to do much more with less.

IF STAFF  
CARED ABOUT  
STUDENTS, THEY  
WOULDN'T STRIKE

IF THEY'RE  
UNHAPPY, THEY  
SHOULD JUST GET  
ANOTHER JOB

In fighting against universities as grade-factories, they fight for universities that put students and staff back at the centre. However much extra work staff has been doing, they can't anymore. Staff tries to stop the current path HE is on because it isn't good for students & staff alike.

Many teachers are on casualised contracts, juggling multiple jobs & exerting themselves to compete for a diminishing number of academic posts. Also: if every person qualified to teach at a university left for other sectors, who'd be left to teach?

# QMUL Top Fails



## 100% PAY DEDUCTIONS

Strike days = no pay, but QM threatened to deduct 100% pay from staff working to contract & refusing double work undoing a strike. They deducted 100% for not marking but otherwise working normally.



## COPS ON CAMPUS

When students tried to get listened to by the governing body, protesting peacefully, the Principal called the police on them.



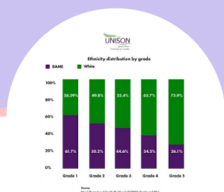
## QUALITY ASSURANCE CUT

Rather than negotiate, QM waved layers of Quality Assurance that ensure fairness & protect the reputation of a QMUL degree.



## OFS INVESTIGATE QM

As management failed to respond to students, they contacted the Office for Students, who opened an inquiry into QM.



## UNISON UNDERPAY

Unison's research revealed that QMUL has been underpaying cleaning staff for years. Even though management has known, they haven't rectified this injustice.



## FILM FIASCO

The Principal threatened to hamper student recruitment for the Film Department as direct retaliation for taking industrial action. This would risk jobs and students' programme. Film Finalists didn't get their degree certificate at graduation.



# Successes



## How to keep shaping QMUL this year...



Write to the Principal requesting negotiations for improving working and learning conditions



Lobby the SU to speak out for students



Contacting the student liaison with suggestions and requests



Come and have a chat at pickets (& steal snacks)

## 2022

Made it to the press  
(a lot)

## 2022

Got work remarked after non-experts provided poor feedback & caught the medias attention

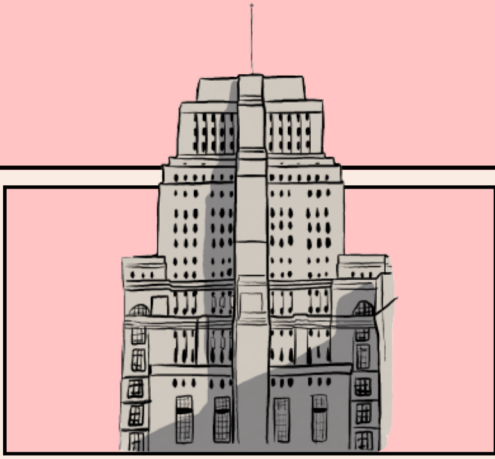
## 2022

Prevented QMUL from using student fees to hire an Australian marking mill

## 2020

Initiated a rent strike gaining millions in refunds

# ALTERNATIVE *Study* SPOTS



## SENATE HOUSE

- 📍 Tottenham Court Road (9 mins)
- 📍 Euston Square (11 mins)

## BRITISH LIBRARY

- 📍 King's Cross St Pancras (4 mins)



## WELLCOME LIBRARY

- 📍 Euston Square (3 mins)

## IDEA STORE WHITECHAPEL

- 📍 Whitechapel (3 mins)



## BOW LIBRARY

- 📍 Bow Road (13 mins)

## ... AND MORE

Southbank Centre  
The Hoxton  
Barafat Soho  
Ole & Steen  
Root25

Somerset House  
Caravan King's Cross  
Costa, Starbucks, Pret etc.

Barbican Centre  
Tate Modern  
National Art Library (In V&A)  
Samsung King's Cross  
WatchHouse

*f a i t h*

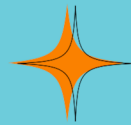


MOSQUES CHURCHES GURDWARAS SYNAGOGUES  
NEAR QM

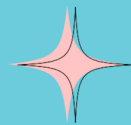
*Spaces Open*



**St Benet's Chaplaincy**



**The Canal**



**The Student Union**



**Bathrooms**



**Accommodation**



Talk to staff



Talk to the Press



Student-Staff  
events



Picket visits



Email  
Management



Open Letters



Contact Student  
Liaison




Lobby the SU

X

Students shape the university

# Info for Students



@QM\_UCU & @QMUL\_CS & @QM\_UNISON

X

## Resources

