

save education

AT THE UNIVERSITY OF THE ARTS

VOTE YES NOW!

Vote yes to strike action

Vote yes to action short of a strike

Why are we in dispute?

- The rector, Nigel Carrington has announced a phased 'efficiency programme' which will mean cuts of £7 million over two years.
- This has already led to the loss of over 100 academic jobs and UCU has been notified that there are more to come.
- The management is refusing to negotiate with UCU on a redundancy procedure and has used the absence of this to make members compulsorily redundant with only the minimum statutory compensation.
- There has been a lack of meaningful consultation with staff and students and few attempts have been made to minimise the number of redundancies.

This is just the start
We expect that more
cuts will be announced

UCU
University and College Union

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AT THE UNIVERSITY OF THE ARTS

WHAT IMPACT ARE THE CUTS HAVING?

The 'efficiency programme' has resulted in job losses on a scale unprecedented in the history of the University of the Arts, or the Arts HE sector as a whole. This means an even higher staff/student ratio leading to larger class sizes and less time for students.

Also, for those who do remain in post, it will mean a significantly higher teaching and administrative workload. This, coupled with a threat to increase the length of terms and number of teaching weeks, will put unacceptable levels of stress on UAL staff.

The university crèche is set to close by the end of this academic year, and our reputation as a world class institution will be undermined by the reduction of academic choice. All this will leave us with a management that, if left unchallenged, will form a serious attack on academic freedom and collegiality.

THERE IS ANOTHER WAY

We are not opposed to change, but we do object to the dictatorial way that course closures and job losses have been imposed on staff and students without consultation. We believe it is our university and our academic community and that management would be best served by harnessing the creative talent of its staff and students to make plans and changes for the future, not ignoring them or paying lip service through sham consultations.

We are asking the UAL management to withdraw the threat of compulsory redundancies and freeze all job losses until a proper assessment of their impact has been made. In addition, we want management to engage in meaningful consultation with the staff trade

unions with the aim of reducing the number of jobs at risk. We also want a properly negotiated and fair redundancy agreement with no reduced terms.

We have set out proposals to the board of governors for an open, university-wide forum of staff and students to assess the likely impact of course closures and redundancies. This is another way to do things; unfortunately the rector has opposed these proposals.

WHY SHOULD YOU VOTE YES TO STRIKE ACTION AND TO ACTION SHORT OF A STRIKE

- We are committed to a negotiated solution and are doing everything possible to achieve this.
- Our demands are modest and realistic. The university could adopt them tomorrow. But they won't unless they see how determined you are.
- It is critically important that we are able to show management we are serious in defending members' jobs and defending education at our university.
- A clear **YES** vote to **BOTH** strike action and action short of a strike will show management that the union has your support.
- It does not mean that we have to take these actions, but it does mean that we have the full range of options open to us.
- We need to be the strongest union we can and that's why UCU is urging you to vote **YES** to **BOTH** questions.

DON'T LET OTHERS SPEAK FOR YOU **VOTE NOW** VOTE TODAY

To find out more go to: <http://ual.web.ucu.org.uk>

Join the campaign. Join your union now. Join online at: www.ucu.org.uk/join

defend jobs, defend education

UCU