

# Job Security: Why Is It Important?

A key demand of UCU members on strike is to end precarious work in UK Higher Education.

Job security is fundamental to a healthy and vibrant university sector.

It underpins:

- continuity of student support
- academic freedom
- excellent research
- the ability to speak out against harassment and discrimination
- financial stability and wellbeing.

Nationally over 90,000 teaching and academic-related staff are on precarious or atypical contracts. None of this benefits students or universities.

UCU has a campaign to support Postgraduate Research Students (PGRs) to become staff members with full employment rights. Many PGRs are self-funded or have funding that is below a living wage, and they are constantly asked to do poorly-paid or free work to build their CVs.



PGRs are the next generation of university staff. It's past time to support their status as professionals with the rights of employees.

Find out more about the national campaign here:

<https://www.ucu.org.uk/PGRs-as-staff>

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**Open University Branch of UCU**

Email: [ucu@open.ac.uk](mailto:ucu@open.ac.uk)

**Facebook** (openuniversityucu) and **Twitter** @oubucu (#ucuRISING)

See our website for more information: <http://ucu.open.ac.uk>

Donate to or apply to the Hardship Fund: <http://ucu.open.ac.uk/branch-hardship-fund>

**UCU**  
University and College Union

# USS Update - Strike Action Worked

UCU members took extensive strike action against cuts to our pensions and unaffordable contribution rises. The union always said these were unnecessary.

Thanks to our determination a consultation working towards restoring USS benefits and lowering costs will begin on Monday 25 September and end on Friday 24 November. We encourage you to take part in this consultation.

No one takes action lightly but **strikes work!**

<https://www.ucu.org.uk/article/12962/University-pension-benefits-on-track-to-be-restored-in-full-employers-and-union-confirm>

<https://openuniv.sharepoint.com/sites/oulife/Pages/USS-pension-consultation-.aspx>

## How Can I Make a Difference?

- Join UCU: [www.ucu.org.uk/join](http://www.ucu.org.uk/join) and take part in the action
- Ask the Vice-Chancellor to stand with other leaders in calling for a return to negotiations, and to address sector job insecurity overwork, equality issues, and the cost of living crisis ([vice-chancellor@open.ac.uk](mailto:vice-chancellor@open.ac.uk))
- Pledge to help those taking industrial action: <http://ucu.open.ac.uk/branch-hardship-fund>
- Support on social media using #ucuRISING and #StopTheDispute.



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