

**EVER-MOVING
GOALPOSTS?**

**NOTICED HOW STAFF
IS PICKED OFF ONE
BY ONE?**

**TIRED OF NOT BEING
LISTENED TO?**

**UNTENABLE
PRESSURE?**

**WORRIED ABOUT
LACK OF SECTOR-
PLANNING?**

**UNSURE WHAT YOUR JOB
WILL LOOK LIKE IN A
YEAR?**

WHY ARE YOU VOTING YES?

SHARE YOUR THINKING IN A BLOG POST

You could share a particular experience that led you to decide you've had enough. Or you could share your analysis of the state of the sector. Or you might want to draw colleagues' attention to the situation in an overlooked part of Durham University.

Pitch here!



Blog post of 200-1,000 words. Anonymous or named. To feature on the DUCU website and comms.

**A UNIVERSITY IS NOTHING
WITHOUT ITS STAFF. YET
STAFF IS WHAT MANAGERS
ARE CUTTING AWAY WITH
ABUNDANCE.**

WE ARE FIGHTING FOR:

**FAIR PAY
CONDITIONS
JOBS**



FAIR PAY

The erosion of pay is creating an ever more elitist Higher Education sector. Many are already struggling to make ends meet.

All sector unions are balloting to ensure all staff can afford working in the university.

CONDITIONS

Instead of lobbying for a solution to the financial cause of the sector's woes, employers are pushing the problems onto staff.

They are cutting jobs, increasing workloads, meddling with teaching patterns, and weakening contracts.

We need employers to respect agreements.

JOBS

Thoughtless cuts across the sector are jeopardising entire disciplines. The sector's failing financial model puts universities in competition with each other

It's brought us to a breaking point. Now the fragmented attempts at meeting accounting targets further exacerbate it.

We need a national commitment to protect jobs, programmes, and disciplines.

**WE ARE THE
UNIVERSITY**

STAFF NEED EACH OTHER

STAFF NEED VISIBILITY

STAFF NEED A VOICE

**WE NEED A SEAT
AT THE TABLE**



Managers are actively playing divide and rule – leaving individual staff fearful for their jobs. Departments and divisions are anxious about their futures.

We've proven we're stronger when we work together.

This historic ballot is to go out with all unions in the sector.

STAFF NEED EACH OTHER

Staff are treated as a
'payroll problem', not
the people who make
Durham what it is.

We're pushed aside
because staff
wellbeing does not
register in the metrics
used to define
'success'.

University of the Year
2026?

Only action makes
your work truly
visible.

STAFF NEED VISIBILITY

External consultants &
senior managers
hopping between
institutions have
distorted universities'
priorities.

They are changing the
face of our university.

They exclude staff from
the decision-making
processes and
information on which
good governance is
based.

We reprioritise by
taking the initiative.

STAFF NEED A VOICE

20 OCT

Ballot open

VOTE YES VOTE YES

#WeAreTheUniversity

20 NOV

Deadline to
register or
update
membership

VOTE YES VOTE YES

23 NOV

Deadline to
request a
replacement
ballot

VOTE YES

BY 26
NOV