



*Our newsletter is free to all members.*

*If you're not a member, you can have your say in the pay consultation by joining now.*

## University of Brighton Branch Newsletter

*July 2018*

*[blogs.brighton.ac.uk/unison](http://blogs.brighton.ac.uk/unison)*

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This month's newsletter goes out with a very strong message to our members directly employed by the University. We want everyone to vote in the consultative ballot and ask you to **REJECT** the employers' offer of 2% or £425 and indicate that you're willing to take action to force the employers to offer more.

We've suffered a series of below inflation increases, which represent real terms pay cuts, but this year, we're gearing ourselves up to campaign for something better.

They will claim they don't have the money. We say, if that's true then use your influence to campaign for more funding for higher education. We're not going to accept that the money isn't there while the government cuts corporation tax and the rich get richer. Our members can't afford to have less money!

**This is a consultative ballot, but we need to show a strong feeling from our branch that we're not going to accept a pay cut. We're prepared to campaign for more. Please make sure you vote!**

**UNISON's Higher Education Service Group Executive (HESGE)** committee, which decides UNISON policy on higher education, between UNISON HE conferences, is consulting members on the higher education employers' 2018 final pay offer. The consultation will take place between 9 and 26 July. The employers have offered staff £425 or 2% (whichever is greater).



**VOTE YES**  
to reject  
the employers'  
pay offer

## Why you should reject the pay offer

The HESGE recommends that members reject the offer for four main reasons:

- It is a real-terms pay cut as inflation is higher than the offer.
- We have had years of below inflation pay rises.
- Our pay claim was much higher than the offer.
- We want members' pay to 'catch up' for the lost years.

The pay offer is more than has been offered in recent years. However, our pay claim was significantly higher to make up for the losses that have built up as a result of previous below inflation pay offers.

The 2% offer meets neither inflation nor our aspirations. In line with UNISON's HE conference decision that the HESGE should reject any offer below our pay claim we are recommending that members vote yes to reject the offer.

## Details of the employers' 2018 final pay offer

The employers' offer is:

- a one-year pay offer
- £425 or 2% (whichever is greater). Note: £425 is equivalent to 2.7% at the bottom of the pay scale.
- 2% on London weighting.
- A gender pay gap working group and a joint sector-level review of casual employment.

## Details of the 2018 trade union claim

- 7.5% or £1,500 (whichever is the greater).
- £10 an hour minimum wage.
- National frameworks to close the gender pay gap and deal with precarious contracts (i.e. those on short-term or zero-hours contracts).
- Payment to recognise excessive workloads.
- A new Scottish sub-committee.

You can see there is a significant difference between what we think HE staff are worth and what the employers think. That's why it is important that UNISON HE members vote in this consultation and send a clear message to the employers that we want a better offer.

**UNISON's HESGE recommends that members vote 'yes to reject'.**

## What happens next?

The HESGE will meet in early August to consider the results. If members reject the offer in this consultation ballot – by a significant majority – the HESGE will request a full industrial action ballot.

If that ballot confirms rejection of the pay offer and meets legal thresholds we will seek co-ordinated and escalating industrial action with other unions in line with UNISON rules.

A good turnout in the consultation is crucial, as is a clear vote to reject the offer, as trade union law means we can only take strike action if we get at least a 50% turnout in any full industrial action ballot.

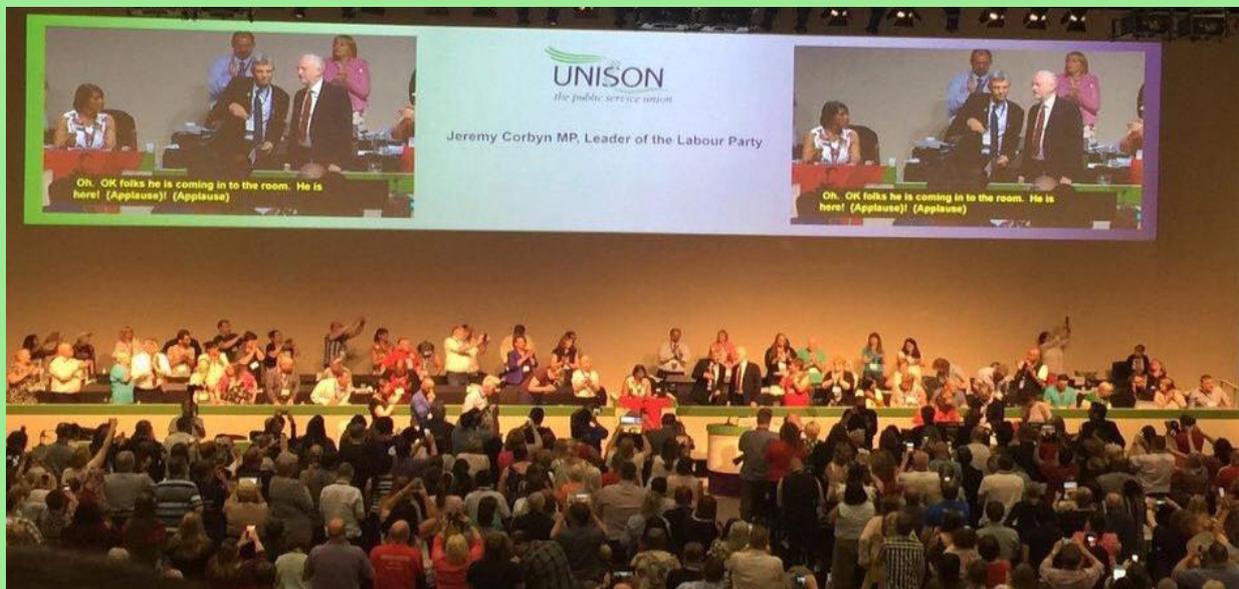
## Four things UNISON members can do

- Talk to your colleagues and make sure we all vote by 26th July.
- Vote yes to reject the employers' offer in the ballot.
- Update your details\* so we can keep in touch with you.
- Ask your colleagues to join UNISON so they too have a voice.

\*<https://www.unison.org.uk/my-unison> to check your details, or just contact us.

## UNISON's National Delegate Conference

Our branch had delegates and visitors at UNISON's highest decision making body last month, in what is UNISON's 25th year. Thanks to all those who got involved and helped make decisions that will make our union a stronger, democratic organisation for the next 25 years.



## Staff Survey Results

As regular readers will know, we wanted the University to conduct a stress survey, but instead they ran a staff engagement survey, with some questions relating to work-related stress. It's no surprise that the survey revealed what we expected. Many people are over-worked, expected to pick up the work of absent colleagues and don't have the resources or working environments to do their work properly. More in the next issue....

# University pay Questions and Answers

## *What have we been offered?*

UCEA, the employers' organisation, have made a final offer of 2.0% or £425 from 1st August. This means that those on grades 1 and 2 and some people on grades 3 would see slightly more than 2.0%, 2.6% for the lowest paid would be the highest percentage increase at Brighton.

| Grade | Pay point | Annual salary value from 1 August 2018 | Percentage increase on 1 August 2017 values |
|-------|-----------|--|---|
| 1     | 5         | 16,766                                 | 2.60%                                       |
| 1     | 6         | 17,079                                 | 2.55%                                       |
| 1     | 7         | 17,408                                 | 2.50%                                       |
| 2     | 8         | 17,751                                 | 2.45%                                       |
| 2     | 9         | 18,189                                 | 2.39%                                       |
| 2     | 10        | 18,688                                 | 2.33%                                       |
| 2     | 11        | 19,202                                 | 2.26%                                       |
| 3     | 12        | 19,730                                 | 2.20%                                       |
| 3     | 13        | 20,275                                 | 2.14%                                       |
| 3     | 14        | 20,836                                 | 2.08%                                       |
| 3     | 15        | 21,414                                 | 2.02%                                       |
| 3     | 16        | 22,017                                 | 2.00%                                       |

## *Why is this not a good offer?*

Any pay rise has to be seen against inflation, and with most measures of inflation at above 3.0%, this represents a real-terms pay cut, even for those potentially receiving 2.6%.

## *Isn't the union claim of 7.5% or £1,500 and £10/hour unrealistic?*

Not if you take into account the years of below-inflation awards which we have had over the years. The things that most working people need to buy—rent, food, transport etc., have gone up loads in recent years and our members should not have to put up with being worse off.

## *What happens if we reject the offer?*

In early August, UNISON will look at the national figures and decide what to do. If the ballot result is to reject and the turnout is good, we will move to a formal, postal ballot later in the year, which could result in strike action. Of course, the employers might, at any point, decide that they've found more money!

## *And if we vote to strike?*

UNISON is a democratic union, so if we vote to strike then we expect all our members to respect that and participate, just we will if members vote to accept the offer.

## *What's the view of this branch?*

We have discussed this at length, and consistently argued that we will not get a decent offer without threatening to, and being prepared to take strike action. Countless examples have shown that you only get what you campaign for, so we urge all our members to **make sure you vote, and vote to REJECT.**