



Our newsletter is free to all members.

If you're not a member, what were you thinking?

Now is the time to join!

Fill in a paper form or join online. Just ask a steward or the link from Staff Central.

University of Brighton Branch Newsletter

June 2019

Have you voted in the pay consultation?

Welcome to this month's newsletter, which is dominated by the consultation which we're running throughout this month.

It's really important that all members who are directly employed by the University register their vote to accept or reject the pay offer, which is 1.8% or slightly more for grades 1 to 3. (Full details on page 2.)

This branch is asking members to vote to reject the offer, because it's nowhere near what we all deserve

and falls well short of inflation. In effect, it's a real terms pay cut.

If we have your email address (and permission to use it), you should have received a personal link to allow you to vote. If not, you can still vote by [following this link](#). Let us know if you need your membership number.

The important thing is that all members vote, including you. Please let us know if you have any questions, but please make sure you exercise your right to vote!

Follow us...

Online: blogs.brighton.ac.uk/unison

Facebook: [UNISON at University of Brighton](#)

Twitter: [@UniBtonUnison](#)

2019-20 Pay Consultation

The final offer of UCEA, the body which negotiates the national pay deal on behalf of most universities, was made at the third and final meeting on 30th April. This is, as we predicted, a slight increase on the 1.3% and then 1.5% to a final 1.8%, with some additional increases for grades one to three which looks like this:

Grade	Spinal Point	Current Annual Salary £	Proposed Annual Salary £	Increase £	
1	5	17,079	17,361	282	1.7% *
	6	17,079	17,682	603	3.5%
	7	17,408	18,009	601	3.5%
2	8	17,751	18,342	591	3.3%
	9	18,189	18,709	520	2.9%
	10	18,688	19,133	445	2.4%
	11	19,202	19,612	410	2.1%
3	12	19,730	20,130	400	2.0%
	13	20,275	20,675	400	2.0%
	14	20,836	21,236	400	1.9%
	15	21,414	21,814	400	1.9%
	16	22,017	22,417	400	1.8%

* The current spinal point 5 is matched to spinal point 6 so that the University fulfils its commitment to pay its own employees at least the National Living Wage.

All staff at grades 4 and above would receive an increase of 1.8% from August 2019.

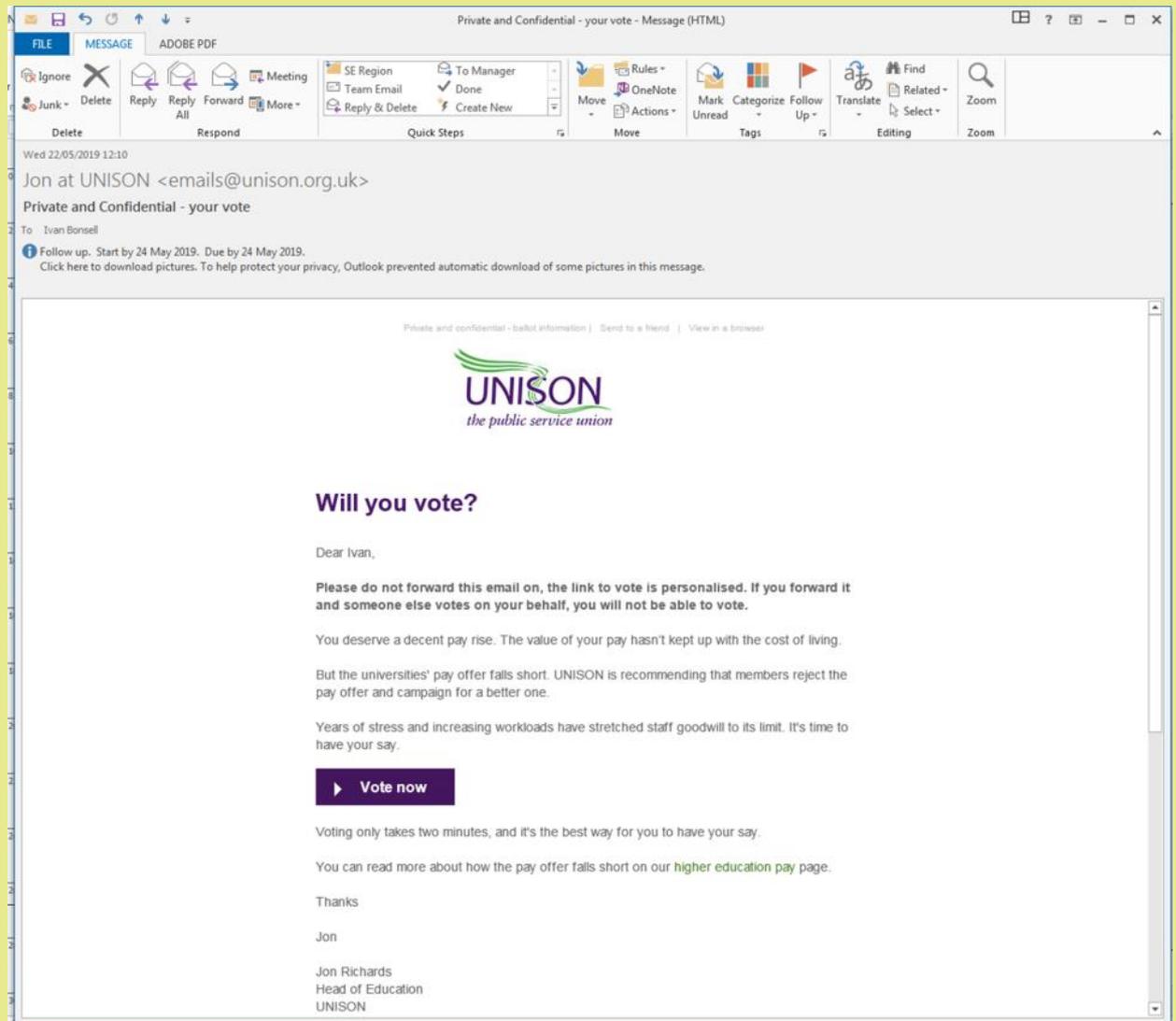
Whilst 1.8% is clearly better than 1.3% and higher increases for the lower paid is welcome, this still falls well short of what we wanted. With RPI at 3.0% and expected to increase, this final offer is a real terms pay cut which we cannot accept.

UNISON nationally and your branch is urging all members to REJECT the offer, but how you vote is up to you. Please make sure that you do before the end of June.



Here's how to vote:

You may well have received an email on Wednesday 22nd May which looks like this:



If so, just click on



and cast your vote.

If you didn't get the email or can't find it, you can still vote by following the link from the national website.

<https://www.unison.org.uk/at-work/education-services/about/higher-education/pay-now-higher-education/>

You will need your membership number (please contact us if you don't know it!) or your NI number and date of birth.

Please make sure you vote before the deadline of 1st July.

Why is voting so important?

We are a democratic union and a democratic branch. If a trade union does not act on the democratic will of its members then it won't be very effective.

Whilst the union leadership (and this branch) would like to launch a campaign to deliver a better pay settlement, we can't do that without first of all checking that members support that strategy, and we can't launch a formal strike ballot without checking that members agree to reject the current pay offer and are likely to vote in the full postal ballot which may follow.

It is crucial that we achieve a decent turnout in this consultation so that we can demonstrate that our members are behind a pay campaign, or alternatively, so that we can act on the democratic will of the members, accept the final offer and choose to prioritise other battles.

Either way, we need every member to express their preference. We want our members to be engaged in the process and have their say.

What you can do to help, (as well as voting)

Please talk to the other people you work with. If they are members, we want to make sure they've voted as well. If they're not members, they can join and will get a vote if they join before 17th June.

During the month we'll be visiting campuses and trying to talk to as many members as possible. Please let us know if you have any time to help.

If you're reading a paper version of this newsletter, pass it on and encourage others to read it and vote. As always, please let us know if you have any questions.

Augar Review of Higher Education Funding

After months of speculation, the Augar report finally arrived this month. Whilst it is not clear if and when any of this will be enacted, the plan to drop the tuition fee with limited government resources to compensate will provoke funding crises across most universities.

If this seems likely to be implemented, what's required is a national campaign to demand proper funding for all universities, ideally with the abolition of fees and full funding through taxation. More to follow in the next newsletter....