

# Bristol UCU E-Ballot: Final 2017/18 Pay Offer

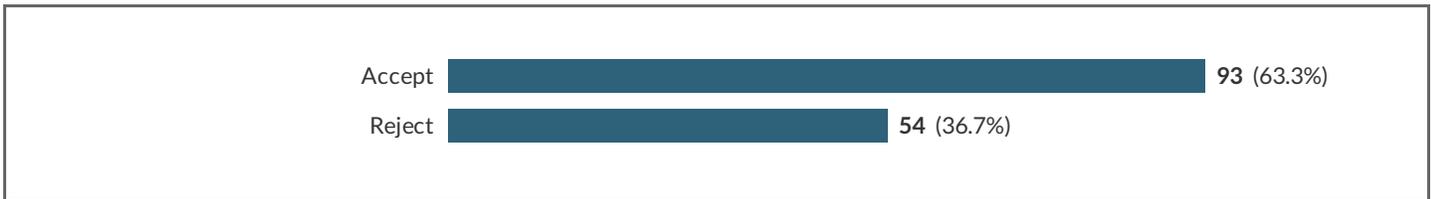
Showing 148 of 148 responses

Showing **all** responses

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Response rate: 148%

## 1 Should UCU accept or reject the final UCEA offer on pay?



## 2 Please add any further comments:

Showing all 32 responses	
Please push hard on workload issues.	<a href="#">273269-273261-22830282</a>
the offer is unacceptable at a time when profits are up, and spending on staff is down	<a href="#">273269-273261-22830355</a>
Stress levels will vary between workplaces - it would be better for local negotiations with the worst offenders. Stress levels can also be a personal issue, so not easily definable on a wide scale. Also would be better to ask for controls on higher management pay in line with other staff to offset the pay gaps.	<a href="#">273269-273261-22830234</a>
We have been accepting a pay offer every year that I have worked here which is lower than the rate of inflation so now that I am at the top of my spine point my pay is decreasing year on year in real terms, obviously this is happening across the board except at the highest levels, this is outrageous!	<a href="#">273269-273261-22830412</a>
This is a national issue and part of a wider public sector pay problem. A Conservative government may welcome a fight early on with the universities, who are a weak staff group.	<a href="#">273269-273261-22830541</a>
It is widely reported that pay rates are now outstripping inflation, but this offer still represents a real-term loss of income	<a href="#">273269-273261-22830621</a>
This is an offer of a pay decrease as it is below inflation. Indeed my current pay is 90.6% of my inflation adjusted salary based on highest 3 years in last 13 years. The University has been investing in property not people.	<a href="#">273269-273261-22830566</a>
Neither the UCEA nor the UCU position seems to me reasonable.	<a href="#">273269-273261-22830771</a>
The stress issues do need sorting out, but I think these are best addressed locally as every HEI will have different local situations.	<a href="#">273269-273261-22830814</a>

This is a pay reduction, you should be at least trying to maintain pay with current inflation rates (CPI March 2.3%).	<a href="#">273269-273261-22830779</a>
The offer is still well below inflation (2.3%) and average UK wage growth (2.2%), and has lagged well behind both of these over the last 10 years.	<a href="#">273269-273261-22830348</a>
The issue of casualisation needs to remain on the table and revisited once the joint working group reports	<a href="#">273269-273261-22830866</a>
With the increase not only in numbers of students but the increase in student fees charged this offer is an insult quite frankly. Speaking from the support side of the University we are losing individuals on a weekly basis that are either not replaced by design and therefore increasing the workload on the remaining staff and this leads to sickness stress and a lowering in service. We are slowly becoming a very poorly paid workforce and as for over half of my University career of 11 years I have been on pay freeze or the very minimum of offerings I feel now the time has come to make a larger stand	<a href="#">273269-273261-22830815</a>
1.7% is below CPI and RPI, so the offer is a real terms pay cut. 2.5% would be acceptable.  HOWEVER, PLEASE have a plan for how to take the offer forward. I don't want to be asked to go on strike at meaningless times of the year. Last time we did this I lost £500 in pay after striking for 3 meaningless days and ended up accepting the employers offer + 0.1%.	<a href="#">273269-273261-22831106</a>
How can austerity be justified with the pay increases at the highest levels and the substantial building work going on. Every now and again the staff needs to come first. This is one of those times.	<a href="#">273269-273261-22831504</a>
It looks like the offer won't be increasing, but of course I'd support that UCU continues lobbying if a better deal is still on the cards. I care more about closing the gender pay gap and address the lower paid staff than about a few extra percentage points on my own salary.	<a href="#">273269-273261-22831590</a>
It is below the rate of inflation.	<a href="#">273269-273261-22831976</a>
Given inflation and the fact that we have not had a decent pay rise since 2008 I think we should hold out for a minimum of 2%	<a href="#">273269-273261-22833091</a>
Should be at least RPI. 2-3 year deal would be preferable. Strike action needs to be planned much earlier in academic yearly cycle.	<a href="#">273269-273261-22833531</a>
RPI is currently at 3.2% and likely to increase over the coming months. An offer of 1.7% represents yet another pay cut and Bristol University made a surplus of £42 million last year. Over the past five years the surplus has grown every year and staff wages have been cut (in real terms) every year.	<a href="#">273269-273261-22833733</a>
UCEA needs to accept the issues of workload stress and insecurity/precarity in employment contracts.	<a href="#">273269-273261-22833954</a>
Catch up to where pay was pre 2008 is unrealistic and probably undesirable given that collectively we were over-reaching what was sustainable	<a href="#">273269-273261-22834300</a>
n/a	<a href="#">273269-273261-22834422</a>
None	<a href="#">273269-273261-22834959</a>
I think the pay offer is adequate. I am very sorry to hear that they don't want to start a discussion about workload/stress; that feels like a step backwards. I think we should keep pushing for this but it feels excessive to reject the pay offer just on this basis.	<a href="#">273269-273261-22835587</a>

<p>Though it is wearisome and costly to keep fighting these usually fruitless battles to get a real-terms pay rise, I think we have to do it each year, or else we only have ourselves to blame for the erosion of our pay. Inflation is set to be higher than 1.7% this year. Why should we accept a pay cut?</p>	<p><a href="#">273269-273261-22841249</a></p>
<p>I do not believe that there is adequate support for an effective strike or even for actions short of a strike such as withholding exam marks, so if the UCU moved in that direction, the move would falter and fail quite quickly.</p>	<p><a href="#">273269-273261-22849977</a></p>
<p>If we reject, we must be confident that UCU members will actually be prepared to back it up with proper industrial action. If members vote to reject and then cross their own picket lines again... well what's the point?</p>	<p><a href="#">273269-273261-22867146</a></p>
<p>I say 'accept' very reluctantly, but I can't see university finances looking any more buoyant next year (and the 'fat cat' VC salaries are a distraction in this regard because they're a tiny drop in the HE funding ocean), and I don't sense any appetite for industrial action -- I certainly don't have such an appetite myself. There are going to be bigger things to worry -- and campaign -- about in the world in 2017/18.</p>	<p><a href="#">273269-273261-22912317</a></p>
<p>Pay offer not adequate. Other important issues of our claim dealing with working life and conditions (workload, job insecurity etc) are not addressed at all</p>	<p><a href="#">273269-273261-22955370</a></p>
<p>By my reading, this is below the rate of inflation. Our pay should at least stay in line with costs. I'm sick of universities asking me to take an effective pay cut every year and telling me it's a raise.</p>	<p><a href="#">273269-273261-22959526</a></p>
<p>Below cost of living increase</p>	<p><a href="#">273269-273261-22961318</a></p>