



Pay matters in higher education

VOTE 'YES' to Industrial Action - Bulletin 3

2013 HE Pay Campaign - Make your vote count

UNISON members in higher education are urged to vote to strike for better pay. UNISON's Higher Education Service Group Executive (HESGE) met on 3 July to consider its response to the employers' refusal to improve the 1% pay offer.

We know that the money is available for a pay increase and the HE employers can afford to improve on their miserly offer.

Over the last 5 years, as a result of pay rises below the cost of living, our lowest paid members have lost the equivalent income of between £663 - £1173. UNISON believes that no employees in higher education should be paid less than the national Living Wage and that it is time for incomes for everyone in the sector to match the rising costs of living.

According to a recent freedom of information request, the median pay of the highest paid members of staff in the higher education sector (including pension contributions and other pay related elements) was £242,000 with the highest paid employee receiving over £500,000 per year! There is money available for some – we believe it should be available for all.

UNISON believes that evidence from the employer's shows that the financial position of the higher education is healthy and shows signs of expansion with the number of employees in the HE sector showing an increase for management, academic and support staff by over 4,000 between 1/8/11 and 1/8/12.

22 July 2013



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Although during the same period some universities have made redundancies, this is not reflected across all HEI's and we believe that this is further evidence that the sector has the money to make an improved pay offer that fairly reflects the contribution of our members.

UNISON's pay consultation results showed that a clear majority of members wanting to reject the pay offer. Therefore the HESGE decided to ballot members and call on them to take industrial action in the autumn.

We believe that the only way for an improved pay offer from the employers is for members to take strike action, and show the University employers that enough is enough and that pay matters for our higher education staff.

In order to build the campaign for joint union action with other trade unions a ballot for strike action is likely to take place in September 2013.

UNISON branches and regions will be arranging meetings so that members can ask about any issues on the offer. Make sure that you are informed about the offer and what it means to you by attending a meeting, keeping up to date with newsletters and contacting your branch for the latest developments.

Updating your details

It is important that prior to the ballot we have your correct contact details.

Changing address, phone number, name or email address? Have we got the right details for you?

View and update your personal details online at My UNISON:

<http://www.unison.org.uk/my-unison/>

or phone UNISONdirect on 0845 355 0845.

Not a member? Join UNISON!

Become a member instantly by calling 0800 171 2193

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