

**PAY**

**UP**

**NOW!**

**UNISON**  
the public service union

**in Higher Education**



*“Life should be about more than keeping afloat.”*

# Stand up for decent pay and decent jobs

**Staff in our world-class university system deserve a decent pay rise. You're certainly due one as the value of your pay has not kept up with the cost of living.**

That's why UNISON, along with the other unions, has pushed hard to get a decent pay rise for all staff working in higher education. UNISON has also been calling for a £10 per hour minimum rate of pay and for all universities to become Living Wage Foundation accredited.

But your employer won't stump up. Instead they're offering a rise that falls short.

University employers have offered the majority of the staff a rise of 1.8% with lower paid staff being offered between 1.82% and 3.65%.

Full details can be found at [unison.org.uk/payupnowforHE](http://unison.org.uk/payupnowforHE)

**It's not only about decent pay. It's about decent jobs too.**

In UNISON's 2019 higher education survey, nearly half of you said you have fewer colleagues in your team than a year ago. With vacant posts going unfilled and sickness absences not always being covered, it's no surprise that most UNISON members say workload has increased and unpaid overtime is becoming the norm.

Members are telling us that they don't feel valued due to lack of recognition for their work, their views not being considered, and the basic level of pay. Wages haven't kept up with housing costs and rising utility and council tax bills.

Universities have long relied on the hard work and goodwill of staff, but that's been stretched far enough.

**It's time to stand up for decent pay and decent jobs.**

*Turn over to find out how you can have your say.*



*“Space to breathe.  
To feel valued and respected.”*

## Reject the pay offer

We need to demonstrate right now that staff aren't willing to accept another inadequate pay rise that doesn't keep up with rising costs, or catch up with the pay you've already lost.

We are consulting all UNISON members working in higher education across the UK.

Are you willing to take strike action to show your employer your goodwill has been stretched far enough, and that you deserve a proper pay rise?

UNISON's higher education service group executive recommend that you **reject** the pay offer in the consultation, to campaign for an improved pay deal.

### What happens now?

- Check that we have your current email address at [unison.org.uk/myunison](https://unison.org.uk/myunison)
- We will send you an email when the online consultation opens on 22 May explaining how you can vote.
- Visit [unison.org.uk/payupnowforHE](https://unison.org.uk/payupnowforHE) for the link to the online consultation.
- To vote you will need your date of birth and your National Insurance number or UNISON membership number.

Please have your say – we need to know what you think!

Not in UNISON? If you join by 17 June you can have your say in the ballot too. Join today at [joinunison.org](https://joinunison.org) or call **0800 171 2193**.

**#PayUpNowforHE**