

Why you deserve a decent pay rise

Universities bring wealth, skills and prestige to the whole of the UK and are an important part of the economy.

Yet since 2009, you – the staff who keep our universities world class – have seen your income squeezed. You tell us you are working harder than ever but seeing your living standards drop.

By comparison, universities have seen their incomes rise and have record surpluses. There is record investment in buildings and facilities. The only area lacking in investment is you.

You deserve dignity and respect at work and a salary that recognises your contribution. Your employers are making an insulting pay offer that does not even deliver the Foundation Living Wage for some.

UNISON wants an increase in salaries for all university staff that begins to redress the balance between you and the growing numbers who are paid above £100,000. Vice-chancellors' salaries and benefits have increased on average 6.1% in the last year – and yet they are offering only 1.1% for the majority of staff.



INVEST IN MY
UNIVERSITY
and INVEST IN me

INVEST IN MY UNIVERSITY and INVEST IN ME

Essential living costs such as Council Tax, house prices, rent, public transport and car parking have all gone up this year. And this is in addition to years of food and energy price increases. It now costs far more to keep your home together and get to work than it did in 2009.

And while your income is squeezed there seems to be plenty of money for senior managers' pay increases: In 2015 the average vice-chancellor salary was £274,405!

UNISON believes universities need to invest in their greatest asset – their staff.

Admissions, security, libraries, facilities, labs, catering, academics and countless other functions would grind to a halt – and that all-important 'student experience' would be grim – without you.

The Foundation Living Wage of £8.25 per hour (£9.40 in London) for the lowest paid has been achieved in Scotland. Yet thousands of university workers across the rest of the UK will still receive less than this.

UNISON's higher education committee is calling on UNISON members to reject the 1.1% pay offer. Rejecting the offer would mean carrying out escalating industrial action to seek an improved offer.

If you support the campaign for better pay, talk to your UNISON branch about how to get involved or join us now.

Three simple ways to join UNISON today and get essential cover wherever you work



Join online at
joinunison.org



Call us on
0800 171 2193



Ask your UNISON rep
for an application form