

**VOTE YES
IN THE
RE-BALLOT**

RIISING TOGETHER FOR BETTER PAY

HIGHER EDUCATION PAY 2023/24

UNISON members took strike action in 2022 and 2023. This put pressure on employers to provide you with a better pay offer for 2023–2024. Depending on which spinal point you are on, the employers have imposed an uplift of between 5 and 8% on your pay.

Despite the cost of living remaining high the employers have pushed through a real–terms pay cut.

To keep up with inflation, we called on your employers to provide you with a flat rate increase of £4000 or a percentage increase to match RPI plus 2%, whichever is the greater, along with an equivalent rise in London Weighting.

We are committed to ending pay injustice, whether structural, as a result of years of real–terms pay cuts, grading issues, or relating to discrimination on the grounds of gender, race or disability.

It is not fair that every year you are not getting the pay that you deserve. Whether you work full time or part time, you should be paid fairly for your hard work. Food prices, energy bills, travel costs plus more are all rising – and so should your pay!

**UNISON**
the public service union

Have your say

The mandates we won in the summer have expired. By law we need to re-ballot to take further action. Voting in this ballot is the only effective way to tell your employers you deserve more and you won't put up with your pay being cut.

It's easy and quick to vote – once you receive your ballot paper in the post (home address) simply mark 'yes' or 'no' then return it in the pre-paid envelope by **19 February 2024**. Please post your ballot paper in good time to ensure your vote is counted.

If you misplace your ballot paper, or it doesn't arrive, visit My UNISON via unison.org.uk/my-unison and click request a new ballot paper. Alternatively, you can call our helpline on **0800 0 857 857**. The helpline opens on 12 December 2023 and closes at 12pm on 9 February 2024.

Not a UNISON member?

If you join by 6 February 2024 you can vote in this re-ballot too. Join today at join.unison.org.uk

For more information please visit unison.org.uk/RisingForBetterPay



You can make a difference

In recent months, workers across many sectors and services have taken strike action over pay and conditions.

While strike action is usually the last resort, it's not just about taking to the picket lines, it's about the bigger picture – being valued, financial security and protecting your future. We have tried everything else. The stronger the outcome of the re-ballot, the more likely we are to bring the employers back to the negotiating table to offer more on pay.

No matter what your view is, it's still important to vote.