

# **We've earned it. We're owed it.**

# **Fair pay for HE**



## **This information is about the higher education employers' final pay offer due to come into effect on 1 August 2021.**

All members covered by national pay bargaining for the 2021/22 pay round are being asked whether they wish to accept this pay offer in an online consultation. The consultation opens on **Monday 24 May 2021**.

Please encourage all members to make their views known – it only takes a minute!

Here are the full details of the [final offer](#) and the [joint unions' pay claim](#). Information is available on our general [HE webpage](#) and the [pay campaign page](#).

**PLEASE NOTE:** *This is different from and separate to the strike ballot on the 2020/21 pay freeze. The branches that have opted to ballot against the current year's pay freeze will receive a separate email detailing the plans for ballot. In brief, the industrial action ballot will be a paper ballot sent to members' home addresses from 28 June for the universities in England with a separate timetable for universities in Scotland – to be announced shortly.*

**All members can and should vote in this online consultation for the 2021/22 pay offer.**

*Members at the universities where strike ballots are being run should also vote on the ballot papers which will arrive after this consultation closes.*

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## **Online consultation timetable**

The online consultation will follow this schedule:

- Consultation opens: **Monday 24 May**. Members will be sent an email with a personal link to vote in the online consultation.
- Last date for new joiners to be included: **Friday 4 June** (all details to be on RMS by 9 June including email addresses/phone numbers)
- Consultation closes: **Friday 18 June at 5pm**

## **How the online consultation will work**

Only members working for HE employers that are part of national pay bargaining for 2021/22 will be included in this pay consultation.

Members for whom RMS has an email address will be sent a personalised voting link so that they can go directly into the online consultation and vote – no verification is required if members use this personalised link.

There will be follow up emails during the consultation period to remind members to vote. Members who have already voted will not be sent reminders.

Alternatively, all eligible members will be able to vote using the link at [www.unison.org.uk/hepay2021](http://www.unison.org.uk/hepay2021) which will require them to verify themselves using either their UNISON membership number or their National Insurance number and date of birth as recorded on RMS.

The consultation system will only allow members to vote once, whether they vote via their personalised email or via the website.

Note: If members are sent their own email link to vote they must use that and not forward it to another person – if another person uses it first to vote, then the member will have lost their right to vote (this will be made clear in the member email).

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## **What branches can do**

### **CAPTURING MEMBER DATA**

If you are an HE branch, or a branch with HE members, keep ensuring that all members' records are correct with an up-to-date email address, phone number, and work/home details. This will ensure that the maximum number of members will receive their own voting link via email. Please do all updates as soon as possible – updates done by 4 June will mean that we can directly reach as many HE members as possible.

### **RECRUITING NEW MEMBERS**

We want as many HE staff as possible to have a say in this HE pay consultation. Please use this pay consultation to recruit as many new members as possible. Anyone who joins the union by 4 June will be able to vote in this consultation and will have their say on pay – as long as membership details on RMS by 9 June).

### **INCREASING TURNOUT**

As ever, it is vital that we get the highest possible turnout in this consultation. Please ask all branch reps to talk to members about pay and using their online vote. We know that during the pandemic working circumstances have changed - many members are still working from home and social distancing is in place in our campuses. You can still phone members to ask if they've used their vote (see action plan below). The following resources are available to help you build the campaign locally:

- The campaign webpage at [www.unison.org.uk/hepay2021](http://www.unison.org.uk/hepay2021)
- A PowerPoint presentation for branch meetings (available 25 May)
- [Social media graphics](#) to use on your branch and personal Twitter, Facebook, and Instagram accounts.
- Action plan to help you get out the vote (see below)
- Calling members using the WARMS system to encourage them to vote (see point 2 on page below).

### **WHAT IF OUR BRANCH IS BALLOTING ON THE PAY FREEZE?**

If your branch is one of those that has opted to ballot on the current year's pay freeze then please use this online consultation to engage members with the voting processes. Let them know that they'll be asked to vote once, online, in the pay consultation for the August 2021 pay offer and to vote on paper against the current pay freeze.

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## **Action plan for getting out the vote**

Please find below an action plan. We hope that this will help your local pay campaign to run smoothly, so that you are able to engage as many members as possible in the consultation and maximise your branch's turnout.

Remember that this consultation is a national online consultation, so you won't need to run local paper-based or meeting-based votes.

**(1)** Please make sure that you continue to update your branch's RMS records. Members can do this online at [MyUNISON](#) or your branch can use WARMS.

**(2)** We know that many of you are working from home. Instead of walking around campus to talk to colleagues about the consultation, you can call members instead. If you already have WARMS then you can use WARMS to call a certain members to ask if they have voted. If you wish to run a phone bank using WARMS then you must follow the script set up in WARMS from 24 May 2021.

If any other activists would like to get involved in calling members, but they don't have WARMS access, then please send their name and UNISON membership number to [education@unison.co.uk](mailto:education@unison.co.uk) by 12pm (noon) on Friday 28 May and they will be invited to attend a quick training session so that they can also call members about this consultation.

**(3)** Instead of holding a meeting on campus you may be able to arrange an online, virtual UNISON pay meeting. You can use the UNISON PowerPoint presentation that will be available from 25 May on the campaign webpage [www.unison.org.uk/hepay2021](http://www.unison.org.uk/hepay2021).

**(4)** Share the [social media posts](#) on your branch Twitter, Facebook and Instagram accounts. Use the hashtag **#FairPayForHE** to get the word out and build the campaign.

**(5)** Check the frequently asked questions on the [campaign website](#). If you have another question please email [education@unison.co.uk](mailto:education@unison.co.uk).

**(6)** Now's a good time to recruit. Anyone who joins by 4 June will get the chance to have their say too. Even if you're working from home, you can talk to and email colleagues and let them know that they can easily [join online](#) or by calling 0800 171 2194.