



# VOTE **YES** FOR STRIKE ACTION

Since 2008 your pay has failed to keep up with the cost of living. Over that period you have suffered a real terms pay cut of between £1,585 and £8,248. So, while your council tax, transport costs, water bills and car parking costs have all gone up, your pay hasn't kept up.

This year employers have offered 1.1% for the majority of staff, with an increased percentage for the lowest paid. UNISON has rejected that offer because we believe that you deserve better and are now balloting you on industrial action over your pay. We are asking you to vote yes for strike action as we believe this is the only way to bring the employers back to the negotiating table.

In 2014/15 the average salary of a UK Vice Chancellor was £272,000 and their average pay rise was a whopping 6.1%! The number of staff paid above £100,000 per year is also increasing. There is clearly money available for some – we believe it should be available for all.

Universities have billions in the bank and record surpluses, record numbers of students and record investment in buildings and facilities. It's clear that pay austerity is a 'choice' being made by universities – not a necessity.

***Invest in my university  
and invest in me.***

# Invest in my university and invest in me.

## The facts

- A pay rise is affordable – since 2010 the amount spent on staff by universities has dropped 3%, but total reserves have rocketed by 72% to over £21bn.
- Vice-chancellor and senior management pay – more than 5,000 university employees are now paid over £100,000 a year.
- Many rich universities still don't pay 12,000 university staff the independently calculated Living Wage of £8.25 (£9.40 in London).
- Low pay rises have not protected jobs or prevented redundancies – job losses have still happened as a result of poor governance and planning.
- A UNISON investigation has revealed that nearly £200m was spent on agency workers in the last year – an increase of 62% since 2011.
- More than 8,000 support staff have zero hours contracts – not knowing if they will have any wages from week to week.

**UNISON believes the only way to get an improved pay offer from the employers is for members to take strike action. It's time universities invested in their greatest asset – you.**

**Vote yes for strike action in the UNISON ballot. Make sure your voice is heard.**

## Look out for your ballot paper at home

The ballot opens on 30 August and closes at 10am on 19 September. Please return your ballot paper in the pre paid envelope provided and ensure that it arrives before the closing date.

If you have not received your ballot paper by 5 September you can request one by calling UNISON direct on **0800 0 857 857**.

Lines are open Monday to Friday from 6am until midnight and 9am to 4pm on Saturdays. The ballot helpline closes at noon on 15 September and this will be the last opportunity to request a ballot paper.

Talk to your UNISON branch about how to get involved in our campaign for better pay. If you are not a UNISON member, join today!

Three simple ways to  
join UNISON today:



Join online at  
[joinunison.org](http://joinunison.org)



Call us on  
0800 171 2193



Ask your UNISON rep  
for an application form