



Campaign for a Fair Deal for Support Staff

IF WE STAND UP WE CAN WIN



University scared of action by UNISON, UNITE & UCU

Post Graduate open day moved to February!



A note from our Unison Branch Secretary Matthew Raine

In pay talks with UNISON and Unite the university admitted they were worried by joint action by UNISON and UCU. The university want to settle the support staff pay claim quickly as it is likely that UCU would be taking industrial action in the autumn over pensions and didn't want to be dealing with, 'more than one problem at once.' The admission came after the university said that they had regretted the unintended consequences of sending everyone a letter that threatened to withdraw the university pay offer of 1.4% if staff didn't accept by the 8th September.

Wondering where the moneys gone?

Whilst the University are investing £175million in the University estate, including a 50metre swimming pool here is how much you will have lost over the last 3 years if the University get away with another below inflation pay offer:

| Band | Lost per year | Lost per Month |
|------|---------------|----------------|
| 100 | £763.11 | £63.59 |
| 200 | £793.93 | £66.16 |
| 300 | £890.99 | £74.25 |
| 400 | £1035.89 | £86.32 |
| 500 | £1210.31 | £100.86 |



Inflation and the cost of living

- Inflation is forecast to rise in 2012
- This years 5.2% Retail Price Index (RPI) deducting the university's poor pay offer of 1.4% equals a total loss in this years pay of 3.8% for all support staff.
- This is on top of last 2 years loss of 1.9%. Thus we have had a 5.7% loss of income over 3 years – no wonder we're feeling the pinch!
- Food, petrol, gas and electricity are rising faster than the rate of inflation—disproportionately affecting the lowest paid.
- Inflation is having a significant impact on the living standards of our UNISON members and we believe the University can and should do more to significantly improve its pay offer. The University investment in its estate needs to be balanced with investment in its professional staff who run the University of Birmingham



UNISON: Speaking up for University Staff



Branch to vote on new pay offer

Support staff must refuse another reduction in pay!

Thanks to all our UNISON members who came to the last branch meeting. The meeting voted by 88% to reject the university pay offer of 1.2%. Since the last meeting UNISON have had further talks with the university and there has been a revised pay offer. We need your attendance at our next branch meeting. UNISON members will vote on a revised pay offer of 1.2% or £250 per year before tax, whichever is greater. The new pay offer is better for load paid staff but still significantly below inflation. The branch committee recommendation is to reject the pay offer and hold a consultative ballot. The UNITE trade union also voted to reject the university offer of 1.4% and we have since had joint negotiations with the university.

Branch meeting—A call for all members to attend Wednesday 12th October

12noon Arts Lecture Room 7 & 5.30pm Arts Lecture room 4
Food, tea and coffee will be provided at both meetings.

TUC – National strike action 30th November

The Trade Union Congress (TUC) is coordinating national strike action by Trade unions representing around 3million members, including UNISON. The Conservative and Liberal Democrat coalition attack on pensions means people working longer, paying

£175m on University Estate whilst University defends low pay

The cost of meeting UNISON's fair pay claim is full is only £3 million per year from an income of over £462 million. UNISON believes the university can afford and should pay hard working staff more.

The university defended its low pay offer arguing it was justified in spending £175 million pounds on the University Estate, including a new 50metre swimming pool, due to the need to attract students paying £9000 fees.

The university needs to balance its investment in

the university estate and paying staff decent wages. A great looking university with overworked staff worried about paying their bills and struggling is not going to deliver the levels of customer service needed. This is very short sighted of the university.

UNISON highlighted that inflation is currently at 5.2% and that for low paid staff this is even higher as gas, food, rent etc are rising a much faster rate than 5.2%. A larger proportion of low paid staff's income is spent on these bills.

The university responded that they too are hit by higher inflation giving them higher costs. We agreed that university costs were rising but that the support staff wage bill only accounts for around 10 or 12% of the university total expenditure. Hence a pay rise for support staff has a very limited impact on university finances.

The university continues to run a surplus year on year. The last two years we have been told the university have financial problems, only to have seen a very healthy university surplus the following year.

What can you do?

To help win a decent pay deal why not become active as a UNISON rep? Paid time off for training is provided and we'll support you every step of the way. Members and reps are the bread and butter of UNISON and are what makes us strong. We also have lots of other roles you can help in, including Health and Safety, Learning,

Equal opportunities and more. Just email one of the branch committee to find out more about how you can help make a difference.

Please forward this onto any non members in your area - if they join UNISON they make us all stronger and you get a £10 shopping voucher!

If you have any questions about the negotiations please email Matt on m.j.raine@bham.ac.uk

Don't forget the next branch meeting on the 12th October. We need ALL members to help us win this pay claim. Bring a friend or a non member with you.



Universities of Resistance

Building and coordinating the resistance in
Our Universities and colleges



**Public meeting 5pm Thursday
13th October**

**Vaughn Jeffrey's Lecture Theatre,
School of Education (Building R.19)**

Speakers include:

Mark Bergfeld, National Union of Student's National
executive member (pc)

Sue Blackwell, Birmingham University UCU

Matt Raine, Birmingham University UNISON

Other special Guest Speakers to be announced!

Meeting hosted by Education Activist Network,
Supported by Birmingham University UCU
(University and College union) and
University of Birmingham's UNISON Branch

<http://educationactivistnetwork.wordpress.com/>

Job Security

UNISON believes staff loyalty to the university should be rewarded with better job security for both support and academic related staff. In particular through:

- Ring fencing jobs that become vacant in a budget centre or college during a review in the run up to a restructure
- Agreeing a consistent procedure for handling restructures – currently each area deals with them differently
- Greater salary protection: to always offer staff salary protection if they are forced to go from all year round to term time only contracts or if they are redeployed by more than one job band
- To always offer voluntary severance
- Pension protection for staff going from grade 6 to band 500

Progress is slow and mixed but some steps have been made forward. A full update will be given at the branch meeting

If you are an existing UNISON member it is VITAL that we have an up to date and current home address for you. We cannot ballot without correct data on our members. If you are not receiving our regularly monthly e-bulletins then please can we have an email address for you.



**UNISON, University of Birmingham
Branch - Working together to build a
better workplace for all.**

www.unison.bham.ac.uk

www.unisonbhamuni.wordpress.com

Contact Lee Crutchley, Deputy Branch
Secretary for further information

Contact telephone: 0121 414 7622

Or email: l.crutchley@bham.ac.uk

Unison: Your friend at work

- Help us keep the workplace safe
- Not **a single** UNISON member we have represented has been made compulsory redundant
- Explore opportunities develop your skills and get training
- We offer representation, for issues big or small.
- In the past year we have helped with issues such as; flexible working; attendance; sickness; bullying; discrimination and equal pay.
- We consult and negotiate with the University of Birmingham over their policies that affect you in the workplace.

Tell us what you think about the pay offer
@UnisonBhamUni



APPLICATION FORM

UNIVERSITY OF BIRMINGHAM BRANCH

| Mrs Ms Miss Mr Other: | RECRUITED BY: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| First Name: | Other Initial(s): | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Surname: | Date Of Birth: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Job Title: | Department: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Grade / Band: Academic / Academic Related / Support* Full Time / Part Time / Reduced Hours* <small>*delete as appropriate</small> | Email Address: Tel: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| National Insurance Number: - - | Payroll Number: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Home Address: | Signature: Date: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Authorisation: I wish to join UNISON and accept its rules and constitution. I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf. I authorise my employer to provide information to UNISON to keep my records up to date. Other ways to Pay (please tick if appropriate): Direct Debit Cheque I authorise deduction of the following Political Fund payment as part of my subscription: Affiliated Political Fund General Political Fund Please tick here if you require materials in a different format (eg large print or Braille) | Political Fund: UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliated to the Labour Party. UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party. It is important that you indicate a choice of fund by ticking one of the boxes above. Your subscription shown below includes a political fund payment so you do not pay any more by being in one of the funds. If you have been a member of a Trade Union before, please state which one: _____ | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Please tick the appropriate box below for your earnings before deductions: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th><i>Band</i></th> <th><i>Weekly Pay</i></th> <th><i>Annual Pay</i></th> <th><i>Subs Per Week</i></th> <th><i>Subs per Month</i></th> <th><i>Tick Box</i></th> </tr> </thead> <tbody> <tr> <td>A</td> <td>Up to £38.47</td> <td>Up to £2000</td> <td>£0.30</td> <td>£1.30</td> <td></td> </tr> <tr> <td>B</td> <td>£38.48 - £96.16</td> <td>£2001-£5000</td> <td>£0.81</td> <td>£3.50</td> <td></td> </tr> <tr> <td>C</td> <td>£96.17 - £153.84</td> <td>£5001-£8000</td> <td>£1.22</td> <td>£5.30</td> <td></td> </tr> <tr> <td>D</td> <td>£153.85 - £211.53</td> <td>£8001 - £11,000</td> <td>£1.52</td> <td>£6.60</td> <td></td> </tr> <tr> <td>E</td> <td>£211.54 - £269.23</td> <td>£11,001 - £14,000</td> <td>£1.81</td> <td>£7.85</td> <td></td> </tr> <tr> <td>F</td> <td>£269.24 - £326.92</td> <td>£14,001 - £17,000</td> <td>£2.24</td> <td>£9.70</td> <td></td> </tr> <tr> <td>G</td> <td>£326.93 - £384.61</td> <td>£17,001 - £20,000</td> <td>£2.65</td> <td>£11.50</td> <td></td> </tr> <tr> <td>H</td> <td>£384.62 - £480.76</td> <td>£20,001 - £25,000</td> <td>£3.23</td> <td>£14.00</td> <td></td> </tr> <tr> <td>I</td> <td>£480.77 - £576.92</td> <td>£25,001 - £30,000</td> <td>£3.98</td> <td>£17.25</td> <td></td> </tr> <tr> <td>J</td> <td>£576.93 - £673.08</td> <td>£30,000 - £35,000</td> <td>£4.68</td> <td>£20.30</td> <td></td> </tr> <tr> <td>K</td> <td>£673.08 +</td> <td>Over £35,000</td> <td>£5.19</td> <td>£22.50</td> <td></td> </tr> </tbody> </table> | | <i>Band</i> | <i>Weekly Pay</i> | <i>Annual Pay</i> | <i>Subs Per Week</i> | <i>Subs per Month</i> | <i>Tick Box</i> | A | Up to £38.47 | Up to £2000 | £0.30 | £1.30 | | B | £38.48 - £96.16 | £2001-£5000 | £0.81 | £3.50 | | C | £96.17 - £153.84 | £5001-£8000 | £1.22 | £5.30 | | D | £153.85 - £211.53 | £8001 - £11,000 | £1.52 | £6.60 | | E | £211.54 - £269.23 | £11,001 - £14,000 | £1.81 | £7.85 | | F | £269.24 - £326.92 | £14,001 - £17,000 | £2.24 | £9.70 | | G | £326.93 - £384.61 | £17,001 - £20,000 | £2.65 | £11.50 | | H | £384.62 - £480.76 | £20,001 - £25,000 | £3.23 | £14.00 | | I | £480.77 - £576.92 | £25,001 - £30,000 | £3.98 | £17.25 | | J | £576.93 - £673.08 | £30,000 - £35,000 | £4.68 | £20.30 | | K | £673.08 + | Over £35,000 | £5.19 | £22.50 | |
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| Please tick the appropriate box to indicate how often you are paid: Weekly Fortnightly Four Weekly Monthly | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Please tick this box if you are student member in full time education (including student nurses or Modern Apprentices). Your subscription is £10.00 per year. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| The information provided by you shall be recorded by Unison for statistical purposes and used for sending you Unison publications, ballot forms and other wise communicating with you. If you do NOT want any mailings from Unison, besides those required by statute please tick this box To keep fully informed of the services we arrange for members we want you to receive details of benefits offered by or in conjunction with Unison's affinity partners. The affinity partners are organisations with close links to Unison that share our ambition to provide you with the best possible range of benefits. Under Data Protection legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you WANT to receive details of the full range of benefits you MUST tick this box | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Please return your completed form to: Lee Crutchley c/o CELC, Ashley Building, University of Birmingham | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |