



University of Birmingham  
Branch

# Campaign for a Fair Deal for Support Staff

IF WE STAND TOGETHER WE CAN WIN

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## Time to make the university take notice Vote 'YES' on our consultative ballot

As a member of UNISON, University of Birmingham Branch you'll receive a consultative ballot paper asking you to support our pay claim.

We are asking you to vote 'yes' because of the continued year on year cuts to your pay as hardworking support staff simply are not fair.

The university have offered staff this year a 1.2% pay rise or £250 whichever is the greatest.

At the last branch meeting members were fed up and infuriated by the university pay offer. Members voted for members to go to a consultative ballot, they rejected the university pay offer and agreed a hardship fund would need to be set in place.

UNISON believes the university can afford to pay staff reasonably and with that a better pay claim. If the university want to keep quality staff we need quality pay.

A university is not just the bricks and mortar, its the staff that make it succeed. If the university can afford to spend £175m on new buildings inc. a 50m luxury pool across the university campus then it can afford a better, fairer, reasonable and affordable pay deal for all support staff.

In order to win we need all your support



Unison pay claim protest in 2010 at the University of Birmingham

**Calling all members**  
**Protest for decent pay at the**  
**university senate meeting**  
**1pm Wednesday 16th November**  
**Chancellors Court, in front of Aston Webb building**  
**Join and support us!**

**Proud to be a hard working Public Sector worker!**



Dave Prentis, UNISON General Secretary talks about how our Public Sector Pensions are at stake!



# National UNISON News

## UNISON launches biggest industrial action ballot in British history

UNISON is currently balloting 1.1 million of its 1.4 million members over changes peoples pensions. The Government wants hard up public sector workers to work longer, pay more and get less.!

Dave Prentis, UNISON General Secretary, said: "I am urging UNISON members to stand up for their pension rights and vote Yes for strike action, in the biggest ballot in UK history.

"All along, we have been hoping for the best, but planning for the worst. And the worst is happening. Eight months of talks have got nowhere – government ministers are not listening." Both local government and the NHS pensions schemes were renegotiated a few years' ago to adapt to the idea of people living longer. Such reforms have seen the cost of pensions falling. Both NHS and local government pension schemes are cash rich with income far exceeding outgoings, they are sustainable and affordable.

The local government scheme has funds worth £140billion – making it one of the biggest institutional investors in the world, equivalent to 12% of UK Gross Domestic product (GDP). It has enough money to pay all its liabilities for the next twenty years without raising a single penny.

Public sector pensions are not gold-plated. In local government, the average pension is £4,000 per annum – dropping to just £2,800 for women, this is equivalent to less than £60 a week. And for women in the NHS it is £3,500, with an average of £7,000 per annum. The NHS average looks more healthy due to higher paid professions of doctors and consultants.

The University of Birmingham closed its final salary pension scheme in 2001 to new members saving itself large sums of money at its staff expense. As we are not in the national pension scheme our branch is not part of the national ballot.

## We are the 99 per cent!

MORE than a million people across the world have recently occupied the streets to protest against poverty, inequality and economic injustice.

Mass demonstrations that took place on 15th October have blown the lid off the anger felt by millions more against banks, corporations and warmongers.

Protests took place in more

than 950 cities. Many have become city square occupations. Up to 100,000 filled Times Square occupied New York one Saturday night. In London, hundreds of protesters remain camped outside St Paul's Cathedral.

This was the largest day of globally coordinated action since the 15 February 2003 protests against the impending war in Iraq.

The protests express a growing sense that there is something fundamentally wrong with the world—and that we can do something about it!

Protesters call themselves the "99 percent"—in contrast to the "1 percent" elite that accumulates power and wealth by robbing and exploiting the rest of us.

## Education Activist Network

**NATIONAL DEMONSTRATION**  
**OUR EDUCATION,**  
**NOT THEIR BUSINESS**

Stop the white paper • Bring back EMA • No fees, no cuts

<http://educationactivistnetwork.wordpress.com>

**Nov 9**  
Central London  
Assemble  
12 Noon

## Cleaners win victory at University of London!

In early September this year fifty cleaners at Senate students.

House in the University of London were fed up. They had not been paid three months worth of overtime.

Struggling to afford bare essentials, food, accommodation, transport costs and general living costs the cleaners decided to walk out unofficially, they rallied together with

The strike proved to be a success, that same day their contractor who employs them, Balfour Beatty agreed to pay all the overtime owed.

The fight for rights continues. The next fight for them is a Living Wage.

# Top ten reasons to vote YES to action in UNISON consultative ballot on pay

1. The university can afford a much higher pay rise, they just do not want to pay it.
2. The university profit million's year on year from your hard work and yet they choose not to reward you for your dedication.
3. We are already losing nearly a days pay every month as a result of below inflation pay offers.
4. This branch hasn't take action in nearly thirty years. Perhaps the university think you will moan, groan and protest but won't stand up!
5. Some university management earn such high incomes you would think they were living in ivory towers. They are paying the Vice Chancellor £300 000 whilst you are offered 1.2% as a good deal!
6. Workload has been increasing every year and yet our pay has been decreasing.
7. The university continue with ongoing department restructures and redundancies. We need to win better job security.
8. We are professional staff who deliver a great service. One of the main reasons the university is placed in the top of the league tables us through hard working proud staff.
9. A great university is made of more than its bricks and mortar, its dedicated, professional staff who deliver excellence. If the university can afford £175m on the estate and a new 50m Olympic sized pool then they need happy staff to work in them.
10. Student fee's will be up to £9000 and student expectations will rise

## HARDSHIP FUND



## Reasons the university can afford to pay more

UNISON have set up a hardship fund. This is there to support members who face particular hardship as a result of taking potential strike action. A set of guidelines will be established, to be approved at a branch meeting and a panel of three branch committee members will oversee any requests.

- ◆ The university have run a surplus every year for more than 5 years, in 2010 it was over £22million.
- ◆ University reserves up from £379.1m to £426.9m.
- ◆ £175m on the university estate.
- ◆ We believe £9000 tuition fee's will account for the loss of grant income from the government to the university.
- ◆ The cost of UNISON fair pay claim is only £3m per year, a tiny part of the university's £462m a year income.

## What can I do to help win a better pay rise?



There are many ways you can help below are a just a few! We are having open activist meetings throughout the campaign.

- ⇒ Keep an eye on your email for the next date.
- ⇒ Adopt a notice board for posters and leaflets that will be coming out or even easier display a poster in your office.
- ⇒ Simply recruit just two friends as new members.
- ⇒ Organise a workplace meeting or coffee morning to discuss pay
- ⇒ Help raise money for the hardship fund – could you do a sponsored walk or arrange a cake sale at work?
- ⇒ Help us identify non members.
- ⇒ Write letters to the local press and Redbrick.



**Proud to be a hard working Public Sector worker!**

# Your union needs you!

We have many committed and hard working volunteers in the branch but with Howard Mower and Sarah Lilly leaving we need more help.

There are a wide range of ways to get involved for an Informal chat please call Matt on 58283 or Lee on 47622.



## University of Birmingham Branch News

### Changes to the Executive Committee

#### **A big thanks to Howard**

Many of you will know Howard Mower as our UNISON Health & Safety Officer and representative who has worked tirelessly over the last years to save jobs in restructures. Howard has successfully helped support staff working at Shackleton, in catering outlets across the university campus and Winterbourne keep their jobs in university. He also helped with shift changes that staff were faced with at the Munrow Sports centre and represented many members. He is leaving the university after a mutually satisfactory agreement was reached. Howard will be missed by many of us and your branch committee would like to publicly thank him for all his hard work. If you have any outstanding case work issues please get in touch with Matt Raine on 58283.

#### **Goodbye and best of luck Sarah**

Sarah Lilly has done a great job over the last six months with our communications. We are grateful that she has agreed to help complete the new up and coming branch website and for all the hard work she has put in on UNISON newsletters. The newsletter templates she has set up will make taking over from her a lot easier! If you are interested in learning more communications and media skills this role offers great training opportunities and looks fantastic on your Curriculum Vitae (CV). Contact Matt on 58283 for an informal chat about the role.

### Unequal Pay

Pay shift allowances only apply to some groups of support staff working at the university but not others. Our members working shifts in the conference park do not get a shift allowance where as security staff do.

Following a recent Freedom of Information request from UNISON we are now analysing this to see if we have an equal pay claim.

### University Restructures

Restructures have just finished in Education and the Medical School. No UNISON member has lost their job, although concerns over workload remain. If you are aware of a review or restructure please let us know as soon as possible. We rely on you to tell us, Please don't assume we already know.



## CHRISTMAS DAY

### WORKING

Christmas falls on a Sunday this year and is not classed as a closed day. If you're on a 5 out of 7 contract you may be affected by this and be expected to work it as a normal day. We will be raising it with the University. If you want to know more please get in touch, email Lee at [l.crutchley@bham.ac.uk](mailto:l.crutchley@bham.ac.uk).



# Important information on the Consultative ballot

## Frequently Asked Questions

UNISON is a democratic organisation and any action our branch decides to take is voted on by you.

### **What does the consultative ballot mean?**

Each member will receive a consultative ballot paper through the post to send back to us

### **IF we vote yes what happens next?**

If a majority votes yes we will take the result to the university and push for a higher pay rise. If they still refuse to offer an increase then a branch meeting will be called to enter into a formal legal industrial action ballot.

### **Will anyone know how I vote?**

No, the ballot is anonymous

### **If I vote no will I still have to strike?**

If the majority of members vote to take action in both a consultative and an industrial action ballot then however you vote you will be expected to strike. We can only win by sticking together and we expect members to respect the majority vote.

### **I can't afford to strike**

Many of our members are facing hardship, that's why we believe we have to take action to get better pay. We have set up a hardship fund for members who face particular hardship as a result of any strike action

### **Will the students support us?**

Last year the student voted at the University of Birmingham to support University and College Union (UCU) in their action over pensions. The National Union for Students (NUS) national conference voted to back unions taking action and the NUS want to see well paid staff – it's in student's interests that staff are properly rewarded and looked after.

### **When we will I receive my ballot paper?**

We will be sending out ballot papers on Monday 14th November and you need to send it back to us by Friday 2<sup>nd</sup> December 2011.

### **When would we take industrial action?**

Any action will be a last resort. We will have regular branch meetings to take key decisions. If strike action is called after an industrial action ballot it will be aimed at having the most impact on the University, for example the post graduate open in February and applicant visit days in February and March

### **How many days action is being proposed?**

Our aim is to win a fair deal, to do that we are proposing four days of strike action, two in February and two days in March 2012.

### **How much pay would I lose?**

If we have to take all four days action then you would lose up to four days pay. However you wouldn't lose the full amount due to not paying tax. We have organised for the strike days to be spread across two separate months to help support staff plan their finances during the protests.

## Helping you have a Great Christmas

**UNISON are here to help you all year round. Here are just some of the great money saving offers exclusive to UNISON members.**



There are even more on our national website [www.unison.org.uk](http://www.unison.org.uk) (click the 'Benefits' tab, then 'UNISON Plus Membership Benefits')

If you do not have internet access and would like a booklet with all the UNISON Plus services in please call Lee on x47622



### The UNISON Prepaid Plus MasterCard®



5% <b>ASDA</b>	10% DEBENHAMS	10% <b>COMET</b>
8% <b>Boots</b>	5% <b>Sainsbury's</b>	10% <b>GAP</b>
8% <b>Argos</b>	5% <b>MARKS &amp; SPENCER</b>	8% <b>Pizza Hut</b>

The UNISON pre paid card is great for internet shopping and can save you £££'s. For example, £200 of ASDA vouchers cost you only £190, making savings on your food bills.

You can apply online or by phoning 0800 107 8065. Terms & Conditions apply..



## You could save £££s!

Try our new energy price comparison service and in a couple of minutes you may have saved more than your annual UNISON subs!

For more details on how you can save money on your energy bills visit [www.unionenergy.co.uk](http://www.unionenergy.co.uk)



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

[www.unison.bham.ac.uk](http://www.unison.bham.ac.uk)

[Www.unisonbhamuni.wordpress.com](http://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](mailto: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.

Follow us on Twitter  
[@UnisonBhamUni](https://twitter.com/UnisonBhamUni)

# Update your details and win cash for Christmas!

Be in the chance of winning 'Love 2 Shop' vouchers to help towards your Christmas shopping. 1st prize £100 'Love to shop' vouchers. 2nd prize £50 'Love to shop' vouchers. 3rd prize £25 'Love to shop' vouchers.

Simply cut this page out and fill in the form below updating us with your current details to be in with the chance of winning. Your form must be returned and received by Lee Crutchley by 30th November 2011.

It is important that as a member of UNISON we have your current address and contact details not only so we can inform you of your work rights and any news within the University of Birmingham Branch but also without having your current address you lose your right to ballot and make choices.

Return your form in the internal post to Lee Crutchley based on the School of Education at the University of Birmingham.



## Terms and conditions

The prize draw is run by UNISON, University of Birmingham Branch and you must be a member to register for the competition. All entries must be received by internal post to Lee Crutchley, School of Education, School of Education by 30th November 2011. Only one entry is allowed per person. Name and address fields are mandatory fields that need to be completed on the 'Update your details' form to enter. Without these details you may not be entered into the prize draw. The prize draw will take place 30th November and winning forms will be selected randomly from all completed forms received.

## Simply update your details here.....

Title \* \_\_\_\_\_

First name \* \_\_\_\_\_

Surname \* \_\_\_\_\_

Postal address \* \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Postcode \* \_\_\_\_\_

(\* mandatory prize draw entry fields)

Mobile \_\_\_\_\_

Home Contact Telephone \_\_\_\_\_

Email address \_\_\_\_\_

Job Title \_\_\_\_\_

Job Band/Grade \_\_\_\_\_

Work extension \_\_\_\_\_

### Best way to contact you (tick appropriate)

Email ☐ Mobile ☐ Post ☐

If you would not like to be entered into the prize draw you can opt out by ticking this box ☐

### What three key issues affect you in the workplace?

☐ Health and Safety

☐ Pay

☐ Pensions

☐ Welfare

☐ Personal Development

☐ Bullying

☐ Restructuring in your workplace

☐ Redundancy

### How would you be willing to help?

☐ Put up a poster in the workplace

☐ Attend out meetings

☐ Organise a workplace meeting

☐ Recruit new members

☐ Identify non members

☐ Become a steward in the workplace

☐ Fundraise for the hardship fund

☐ Join our Branch Executive Committee

**UNISON does not share your data with any third parties and will securely hold your data.**



# APPLICATION FORM

UNIVERSITY OF BIRMINGHAM BRANCH

<b>Mrs Ms Miss Mr Other:</b> <b>First Name:</b> <b>Surname:</b> <b>Job Title:</b> <b>Grade / Band:</b> <b>Academic / Academic Related / Support*</b> <b>Full Time / Part Time / Reduced Hours*</b> <small>*delete as appropriate</small> <b>National Insurance Number:</b> -       - <b>Home Address:</b>	<b>RECRUITED BY:</b> <b>Other Initial(s):</b> <b>Date Of Birth:</b> <b>Department:</b> <b>Email Address:</b> <b>Tel:</b> <b>Payroll Number:</b> <b>Signature:</b> <b>Date:</b>																																																																								
<b>Authorisation:</b> 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  <b>Please tick here if you require materials in a different format (eg large print or Braille)</b>	<b>Political Fund:</b> <b>UNISON's Affiliated Political Fund (APF)</b> 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.  <b>UNISON's General Political Fund (GPF)</b> 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 <b>not</b> pay any more by being in one of the funds.  <b>If you have been a member of a Trade Union before, please state which one:</b> _____																																																																								
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 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 <b>NOT</b> 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 <b>WANT</b> to receive details of the full range of benefits you <b>MUST</b> tick this box																																																																									
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