



Campaign for a Fair Deal for Support Staff

AFFORDABLE, JUSTIFIED AND SUSTAINABLE

HIGHER EDUCATION

- The value of education allows people to achieve their full potential
- Gives people who lose their jobs the chance to retrain
- Improves health and social cohesion
- Supports the local community in finding good jobs or to enter Higher Education
- Gives over 6000 people including lecturers, technicians, libraries, learning assistants and other essential roles work
- Enriching lives and raising overall levels of social participation
- Helps raise awareness of breakthrough research into health issues such as cancer.
- Puts us on the map not just nationally or internationally but globally

UNISON believes investing in education is good for all our futures and there is an alternative to devastating cuts



UNISON, University of Birmingham Branch

Help us win a 6% Pay Claim

A Justified Pay Rise

UNISON members working in vital public services are out there making a real difference to people's lives in difficult times.

The cost of a 6% pay claim with an increase in one spinal point for bands 100 and 200 would cost the University of Birmingham just £3m per year—less than 0.6% of its £462m annual income!

We have put in a 6% pay claim to reflect inflation and the rising cost of living. The last two year years our pay has been cut by 1.9%. We believe the 6% figure is an affordable claim to the university. We need your support so we can win. To find out how you can, read on inside.

End Poverty Pay

Official—the University pays poverty wages

British social policy research and development charity Joseph Rowntree Foundation have shown that a single person needs a minimum salary of £13,900 per year. Anything below this is deemed to leave someone living below the poverty line.

The average earnings in the West Midlands are £360 per week—all staff below the band 400 contribution threshold earn less than this.



Unison pay claim protest in 2010 at the University of Birmingham

Inflation and the cost of living

- Inflation is forecast to be 4.1% in 2011
- In real terms, our pay has been cut by 1.9% over the last 2 years
- Food, petrol, gas and electricity are rising faster than the rate of inflation—disproportionately affecting the lowest paid.

The key aim of the UNISON pay claim is so that staff at the university should suffer no further falls in their income following this pay round. We accept that times are difficult, but we do not accept that staff should be paying the cost. UNISON has consistently argued that workers should be paid at a rate which provides a 'living wage', that is sufficient income to secure an adequate living standard without being dependant on in-work benefits.

UNISON: Speaking up for University Staff

University Accounts

An Affordable Pay Rise!



- The University of Birmingham remains in a healthy financial position, with a cash surplus of 22.3m in the year leading up to July 2010.
- University income in the last tax year was £462.4m and has risen every year for the last 3 years. "£411m (07/08) - £462m (09/10)" p.9, Treasurer's Report, University of Birmingham Annual Report & Accounts.
- University reserves have increased from £379.1m three years ago to £426.89 last year.
- The support staff wage bill makes up only around 24% of the total University wage bill.
- Unison believes our support staff pay claim is both valuable and affordable. Yet our pay is subject to the universities priorities and may not be seen as a financial necessity. "We have exploited the considerable advantage of our financial stability with investments in areas of activity that will position Birmingham as a leading institution." P.5, David Eastwood, Vice Chancellor, University of Birmingham Annual Report & Accounts 2009/2010.

Facts:

The richest fifth have nearly two thirds of the wealth

The least wealthy half of households account for only 9% of wealth

The least wealthy 10% of households had negative total net wealth—debt to you and me.

Pay rises for those at the top

The University of Birmingham's **Vice Chancellor David Eastwood earns £385 000 per year, an 11.5 per cent rise** (including pension contributions) from the previous tax year.

Additionally **96 University of Birmingham staff earn over £13.4m per year** between them with an average pay rise of **4.75 per cent**. In contrast more over **2300 staff** are only paid £49.25m per year, including pensions and National Insurance with a **1% pay rise!**

The Vice Chancellor now earns 26 times more than Support Staff graded at band 100. Unison believes we are professional staff who deserve a fair deal. Any change in support staff wages is likely to have a limited impact on the University financial position.

Whilst the University expects staff to receive further pay cuts the Vice Chancellor has recently spent more than **£282,000 refurbishing his rent free accommodation**. Is this fair? Does spending on furnishing his house really

help make the university a world leading global institution?

Senior UNISON national officer Jon Richards added: "The employers need to think very carefully about their response to our claim. "From next year they are going to squeeze the maximum fees out of students, try and push out student numbers and cut back on services. "Our members will be asked to do more with less and need a decent pay award in return."

What can you do?

Everything each member does, no matter how small will make a big difference!

Support Unison. The protest in November 2010 helped Unison win an improvement in the pay offer from 0.4% to 1% last year. The University of Birmingham can afford a justified pay increase to support staff that protects our living standards. We need you and your colleagues support to win this.

If you're not already a member, join UNISON, University of Birmingham branch today. All you need to do is fill in the Application form and return it to: Lee Crutchley c/o CELC, Ashley Building, University of Birmingham

Tell your colleagues, family and friends about UNISON's 2011 Pay Claim.

Bring you and your colleagues to the pay meetings we are organising so you can arm yourself with the facts.

Become an active Unison member, perhaps consider roles such as Stewarding .

If you're a member of UNISON ask a colleague to join. £10 voucher for every member who recruits a new



www.unison.co.uk

Our staff need affordable living

Aimee

Hospitality and Accommodation Services (HAS)

“Life is a struggle as a single parent working part time on a low salary and affording childcare. The luxury of having a holiday is something I feel I will no longer be able to accommodate as just juggling the day to day costs of living is difficult. I feel like I am just getting by. The cost of my food shopping is more expensive, travel expenses and fuel but yet it seems unfair that our salaries don’t reflect the day to day price increases.”



“It seems unfair that our salaries don’t reflect the day to day price increases”

UNISON campaign for Job Security

The University of Birmingham are continuing to restructure area’s of the university regardless of the pay rise we manage to win. UNISON are therefore campaigning not only to increase pay but also to increase job security and we would like the university to support their staff. They can offer job security by:

- Extend the voluntary severance scheme to 2012.
- Always offer voluntary severance to members placed at risk of redundancy.
- Ring fence jobs within a budget centre that become vacant in the run up to a review for those placed at risk due to a restructure.

Give greater salary protection for staff redeployed into lower job bands. Currently salary protection only applies if you are redeployed to a job one band lower. We want to see this improved so that everyone always has one job band protection. For example if you a redeployed from a 500 to 300 role you salary protection at band 400.



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 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.





APPLICATION FORM

UNIVERSITY OF BIRMINGHAM BRANCH

Mrs Ms Miss Mr Other:	RECRUITED BY:
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:
National Insurance Number: - -	Tel:
Home Address:	Payroll Number:
	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:

<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	

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