



Our newsletter is free to all members.

If you're not a member, what were you thinking?

Now is the time to join!

Fill in a paper form or join online. Just ask a steward or the link from Staff Central.

University of Brighton Branch Newsletter

May 2019

Welcome to this month's newsletter.

It's that time of year where negotiations over pay from August 2019 are in full swing.

The final offer for University staff is 1.8% with some additional increases for grades 1 to 3.

This makes the Students' Union's final offer of 2.0% for all seem positively generous by comparison.

The problem is that they're both completely inadequate, since inflation (RPI) is currently 2.4%, having been considerably higher in recent months and with most forecasts expecting it to go higher.

A pay rise of less than 2.4% is therefore a real terms pay cut and we don't accept that university workers should have to put up with yet another year of

wages falling behind the things that real people need to buy—housing, transport, food and energy.

We're in the process of consulting with Students' Union staff and we'll no doubt be asking University staff their views in the near future.

This branch's policy is to not accept cuts to our members' standards of living if we can possibly prevent that.

The only viable way of extracting an offer which genuinely represents the aspirations of our members would be to threaten to take strike action.

We appreciate that the University is short of students and money, but that doesn't mean that we accept the logic of the situation and do nothing when our members are expected to work harder for less.

Ivan Bonsell, Branch Secretary

Follow us...

Online: blogs.brighton.ac.uk/unison

Facebook: [UNISON at University of Brighton](#)

Twitter: [@UniBtonUnison](#)

2019-20 National Pay Talks

The final offer of UCEA, the body which negotiates the national pay deal on behalf of most universities, was made at the third and final meeting on 30th April.

This is, as we predicted, as slight increase on the 1.3% and then 1.5% to a final 1.8%, with some additional increases for grades one to three which looks like this:

Grade	Spinal Point	Current Annual Salary £	Proposed Annual Salary £	Increase £	
1	5	17,079	17,361	282	1.7% *
	6	17,079	17,682	603	3.5%
	7	17,408	18,009	601	3.5%
2	8	17,751	18,342	591	3.3%
	9	18,189	18,709	520	2.9%
	10	18,688	19,133	445	2.4%
	11	19,202	19,612	410	2.1%
3	12	19,730	20,130	400	2.0%
	13	20,275	20,675	400	2.0%
	14	20,836	21,236	400	1.9%
	15	21,414	21,814	400	1.9%
	16	22,017	22,417	400	1.8%

* The current spinal point 5 is matched to spinal point 6 so that the University fulfils its commitment to pay its own employees at least the National Living Wage.

All staff at grades 4 and above would receive an increase of 1.8% from August 2019.

Whilst 1.8% is clearly better than 1.3% and higher increases for the lower paid is welcome, this still falls well short of what we wanted. With RPI at 2.4% and expected to increase, this final offer is a real terms pay cut which we cannot accept.

There will almost certainly be a full consultation of our members soon, but we will be recommending that we ballot members with a recommendation that we threaten to take strike action unless the offer is significantly improved.



National Executive Council Elections 2019



If you've not yet voted, then please make sure you do so by the deadline of 17th May.

If you've not received your ballot papers in the post then please let us know. This will be because you've only been a member for a few months (meaning you don't get a vote!) or because they've gone to the wrong address.

Please read the election material carefully and vote for who you want to make the important decisions at a national level which affect us all.

Obviously you can vote for whoever you like, but our branch nominated the following candidates:

Higher Education Seats:



Kath Owen (Higher Education Female Seat)



Sandy Nicholl (Higher Education General Seat)

Regional Seats:



Jac Berry (South East Female Seat)

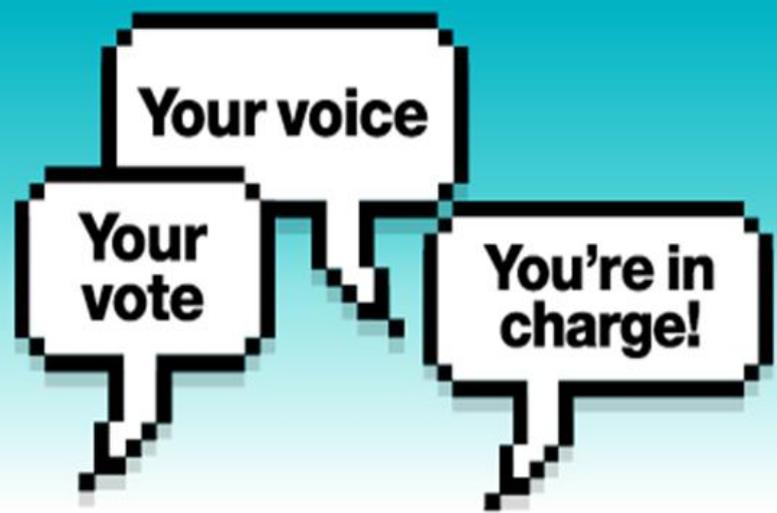


Abi Holdsworth (South East Reserved Seat)



Dan Sartin (South East Male Seat)

**National
Executive
Council
Elections
2019**



National Seats:



April Ashley (Black Members Female Seat) (two seats)



Sandra Okwara (Black Members Female Seat) (two seats)



Hugo Pierre (Black Members Male Seat)



Paula Carlyle (Disabled Members Female Seat)

UNISON Training Courses

UNISON has a comprehensive set of training courses that are organised on a regional basis. Whilst many of these are to train up branch officers, stewards and health and safety reps, we're normally happy for members to attend them in their own time, provided they are willing to learn and report back to the branch about their experience.

Katie Warrener recently attended a Women's History Course.

"I really did have an amazing time – and I don't think I've ever got on so well with a group of women before!"



This course introduces the history of women in the workplace, looking at how a changing society improved or restricted the female role. Covering a broad swathe of history, from Medieval to modern times but focussing on the late 19th century onwards, it is thought-provoking, interesting and sometimes challenges what you thought you knew (but were wrong about).

In addition, it's a great opportunity to meet women with similar interests from across the South East Unison branches and to learn about their thoughts, ideas and challenges. I learned a lot, laughed a lot and am shortly going to read a lot, because the recommended reading list looks amazing!"

If you're interested in attending UNISON courses, or just want to find out more, you can find details on UNISON South East's Website,

southeast.unison.org.uk/education/

Alternatively, contact **Cathy Peters**, our Branch Education Coordinator.