



Members' Newsletter, August 2024

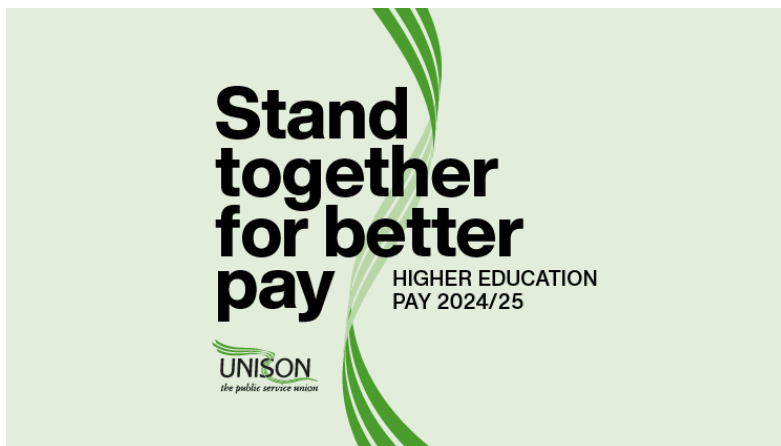
Welcome to this month's newsletter, which we've revamped for the new 2024-25 academic year.

August sees our pay consultation for all University-employed members. If you work directly for the University, you should have received an email from UNISON Education, asking you to have your say.

Please make sure you respond to this. We need as many responses from members as possible so that we're correctly assessing the feelings of our members - to accept the final pay offer, or to reject it and be

prepared to campaign for more.

The consultation lasts until 3 September. Then we'll look at the UK-wide results from all UNISON university branches. It may be that we decide to ballot members in a formal strike ballot. We'll let you see the results as soon as we can.



This month is an important time for the University, as student recruitment is crucial to prevent further decline and shrinkage. With the £9,250 tuition fee value still frozen, recruiting more students is the only way to offset the real-terms effect on declining income, but this won't fix the long term problem. The new government has to follow through recognising that there's an issue by finding funding to prevent partial collapse of the higher education sector. Obviously, this goes against the mantra of "fiscal responsibility" that Rachel Reeves is keen to promote, so the only way that we'll save universities and jobs is for the trade unions, students and ordinary higher education workers to force the government to find the money.

Clearly, loading yet more debt onto students is not what any of us want. We want to see a real commitment to funding higher education properly as a public good, with sufficient funding to reward the workforce properly and allow students to fulfil their full potential without a lifetime of debt for the privilege.

UNISON will be campaigning on the issue of higher education funding.

Please let us know if you'd like to get involved.

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2024-25 Pay Consultation

You can see full details of the final pay offer from UCEA (the employers' organisation) on our blog.

[2024-25 Final Pay Offer - please make sure you have your say! | University of Brighton UNISON Branch](#)

What's proposed is as follows:

All grades would receive an increase to salary of **£900 in August 2024** (although this will be backdated to August when it's paid.) Then,

Spinal points to up 22, which is the bottom spinal point of grade 5, would receive a further salary increase of **£300 in March 2025**.

Spinal points 23 to 37, which is the second from top spinal point of grade 7, would receive a further salary increase of **£250 in March 2025**.

Spinal points 38 and upwards would receive a further salary increase to make the total in-year increase equivalent to **2.5%**

In other words, everyone would get an increase to salary over the 2024-25 year worth either £1,200 or the greater of £1,250 or 2.5%.

This makes the full year pay award somewhere between 2.5% and 5.7%, although the reality at the bottom of the pay scales is distorted by:

- The legal duty to pay the national minimum wage (currently £11.44/hour, due to increase in April 2025).
- The University's commitment to pay the Real Living Wage (RLW), (currently £12.00/hour) once the pay deal is resolved.
- UNISON's negotiations with the University over revising where the grade boundaries lie, ideally to get rid of obsolete pay scales paying below the RLW.

UNISON's Service Group Executive says that this pay award is not enough, and does not address the historic real-terms reductions to pay that we've all suffered. **They urge members to REJECT the pay offer and campaign for more.**

How you respond is secret, and up to you, but please make sure you do.

You can follow the links in the email you should have received, or use the links on-line, here:

[Higher Education Pay 2024-25 | UNISON National](#)

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