

HAVE YOUR SAY ON PAY



UNISON is proud to represent 30,000 members working in FE colleges across the UK. Our members do a fantastic job helping students learn, keeping buildings safe and clean, making things run smoothly and ensuring that all students are supported while they are at college.

But, they are being forced to do these jobs under increasing pressure as years of underfunding takes its toll. In the last 10 years funding in our FE colleges has been cut, in real terms, by a massive 30% leaving staff with fewer resources and struggling to provide a meaningful education to students.

At the same time our members have seen their pay cut by a whopping 25%. Staff in some colleges in England have not had a pay rise at all in the last 10 years, while others get small rises that don't keep up with the cost of living. It's no wonder that people are struggling to make ends meet.

We can't go on like this. Our members deserve so much better – and so do their students.

The Association of Colleges (AoC) – the employers representative in England – are keen to increase pay for staff by up to 3.5%, which is a start in making up some of the ground that has been lost since 2009. But they are telling us they can't afford to do this without money from the

Westminster government specifically for staff pay.

The Welsh government has put in £8 million to increase pay for staff, and in Scotland ministers have made £14 million available for a pay increase. UNISON believes the Westminster government should find money for a decent pay rise for staff in England too.

If this money isn't forthcoming, the recommendation is a 1% pay increase, or a one-off payment of £250, whichever is greater. But it may be that some colleges won't even be able to afford this – leaving our members with another year of rising costs and no pay increase.

UNISON believes that this isn't good enough and now we want to know what you think.





Vote yes

We are consulting members in England about their pay so please have your say in our consultative ballot. This is your chance to tell us what action you would be prepared to take to help us improve your pay.

The online consultation opens on 16 January 2019 and closes at 4pm on 6 February. UNISON is recommending that you vote YES for both strike action and action short of strike action. Your vote will help us show the strength of your feelings as we negotiate with employers and the government.

We will send you an email when the ballot opens so please ensure that we have an up to date email address for you by checking your details at **unison.org.uk/myunison**

To vote you will need your date of birth and your National Insurance or UNISON membership number.

Please visit **unison.org.uk/FEpay** to get more information about the issues and a link to the ballot when it opens on 16 January.

Together we are stronger. Please vote YES and tell the government to pay up now!



Not in UNISON? If you join by 23 January you can have your say on pay too. Just go to **joinunison.org** or call us on **0800 0 857 857**.