

EDUCATION SECTOR

Our Ref: MJR/VT/HE/32/11

20th September 2011

**To: All Workplace Reps and Branches
Regional Officers responsible for Higher Education**

Dear Colleague

Higher Education Consultative Pay Ballot Result

This letter is to advise the outcome of the higher education national consultative pay ballot that took place over the last few weeks and closed on the 9th September.

The overall result was a 4 to 1 ratio rejection by participating Unite members of the offer to increase scale points by £150 for 2011. This vote return is an increase both in terms of participation and overall rejection from the 2010 consultative ballot result. As such it represents a substantial rejection of the pay offer.

Please let our members know the result of the national ballot. You should already be aware of local ballot returns in your institutions. The next procedural step is a formal dispute level meeting with the employers association, UCEA, to try and resolve the impasse. Already Unison and GMB have rejected the same offer and are in the dispute process. UCU have not announced their response yet but have declared a dispute on the USS pensions changes.

This letter is an early warning to prepare ballot lists, if, as expected, a substantially improved offer is not forthcoming.

Regional Officers should make preparations to update membership records in conjunction with workplace representatives and stewards, in case the matter moves to a formal dispute.

In those areas where Unite does not have workplace representatives and stewards Regional Officers will need to check with members directly that home and workplace addresses and job titles are correct by phone, post or electronically.

As soon as the records locally have been updated please let me know. If any problems are encountered please also let me know the nature of the difficulty as soon as possible.

I will be reporting back to senior Unite officials any areas that do not comply with the request to update records

Yours sincerely

A handwritten signature in black ink that reads "Mike Robinson". The signature is written in a cursive style and is positioned above a horizontal line.

Mike Robinson
National Officer
Education

