

CALLING UNITE HIGHER EDUCATION MEMBERS



YOUR STRIKE BALLOT IS NOW OPEN

VOTE YES NOW

UCEA'S 1.4% PAY OFFER IS SIMPLY NOT GOOD ENOUGH

- ✓ Ballot papers are arriving by post.
- ✓ Vote YES for strike action.
- ✓ Vote YES for fair pay.

**FAIR PAY
IN HIGHER
EDUCATION**

THE UNIONS STANDING TOGETHER:

UNITE, UCU, UNISON AND EIS TO BALLOT MEMBERS AT THE SAME TIME.

Talk to your Unite rep for more information.

Check your emails, texts and website for updates:

unitetheunion.org/HFballot

**SCAN TO
JOIN UNITE**



UNITE: FIGHTING FOR FAIR PAY IN HIGHER EDUCATION

✕ @unitetheunion f @unitetheunion1 @ @unitetheunion d @unitetheunion

UCEA'S 1.4% PAY OFFER (2025/26) IS SIMPLY NOT GOOD ENOUGH – THE INSTITUTIONS CAN AFFORD TO PAY MORE.

The cost of living crisis is not over. Your wages have failed to keep pace with RPI inflation which is still running high at 4.6% (Aug 2025). The cost of housing and basic utilities such as water are going up too. We say enough. **It's time to vote YES for strike action.**

Yes for fair pay.

✔ **You deserve better.**
For over a decade, you have endured real term pay cuts, jobs cuts and punishing workloads. Your pay has fallen by a staggering 30 % when measured against inflation. UCEA's offer of 1.4% is yet another real terms pay cut and compares poorly with pay awards in similar sectors, such as teachers (4%).

✔ **Everything but your wages is going up.**
Food prices keep rising, up by around 37% since July 2020. Average UK private rents and water rates rose by 5.9% and 26.1% respectively in the last year. Mortgage costs have soared, and the Energy Price cap is rising again in October. It's time to say ENOUGH!

✔ **UCEA can afford to pay more.**
Unite and the HE trade unions have tried to negotiate a fairer pay rise and remain open to talks. We are fully aware of the financial challenges facing universities. But imposing further real terms wage cuts on hard working staff is simply not the answer. The funding model for higher education is broken. We are calling on UCEA universities to join us in lobbying the UK government for a sustainable funding model and to stop making workers pay for the crisis.

VOTE YES NOW FOR FAIR PAY

WE ARE STRONGER TOGETHER. VOTE YES TOGETHER.

unitetheunion.org/HEballot



UNITE: FIGHTING FOR FAIR PAY IN HIGHER EDUCATION

✕ @unitetheunion f @unitetheunion1 @unitetheunion @unitetheunion