

Joint statement from the KCL campus unions – UNISON, UCU and Unite

Pay freeze reversed – welcome news for trade union members at KCL

Following a meeting with senior management, UNISON, UCU and UNITE have been informed that KCL will be reversing their original decision making and will **be reinstating the incremental pay increase and backdating outstanding payments**. This will be paid in the November payroll with backdated payments to August. We welcome this news and are glad that management have recognised what has been our argument all along – that this pay freeze and contractual change was an unnecessary and premature decision to make, negatively impacting staff during the hugely difficult context of a pandemic.

We await further confirmation of the exact wording relating to the previous contractual change. This is important to ensure we see no repeat of this fiasco and that our contracts revert to their original conditions in an adequate and legally binding way. We will update our members accordingly.

The reversal of the pay freeze has happened as a result of sustained trade union campaigning and organising across the three branches. Trade union members from across the college joined together in a variety of action such as raising grievances, sending objecting letters and initiating legal proceedings. Without this pressure, irrespective of the improved student recruitment and financial measures, management would not have reversed their original decision. It is because of the determination of our members that this has happened. This shows the power of joining a union to collectively stand up for each other to defend our pay, terms & conditions and dignity in our workplaces.

We would encourage you all to join a trade union today. The reversal of the pay freeze does not mean that management's strategy has changed. They will continue to use whatever pretext they can to reduce staff costs in order to fund their number one priority: investment in buildings. We need strong, united campus unions more than ever. You can find out more about who to join, local campaigns in your workplaces and further information at www.kcl.ac.uk/unions

UNISON, UCU, UNITE

