

## **Should QMSU support QM UNISON's campaigns on pay?**

---

**Proposed by:** Katie Lowe

**Seconded by:** Mariam Hassan

### **What do you want?**

That QMSU supports QM UNISON's demand for the abolition of grade 1 and a fair pay rise for all grade 1 staff and QM UNISON's campaign for full backpay for the grade 1 and 2 staff who have been mispaid since 2006.

### **Why do you want it?**

Grade 1 is the lowest pay grade at Queen Mary. Over 60% of grade 1 staff are Black, Asian or People of Colour, compared to under 30% for grade 5. After years of service, grade 1 staff's pay can only go up by 72p per hour, compared to £3.85 for grade 5. This is grossly unfair. QM UNISON, the union representing these staff, are campaigning for the abolition of grade 1 (all grade 1 staff subsequently become grade 2 paid) and are asking for students' support.

In 2006, QMUL began paying staff on the lowest spinal points a smaller London Weighting allowance than higher paid staff. Then in 2014-2017, they misapplied the nationally negotiated pay increase, further disadvantaging the lowest-paid staff. These discrepancies have been growing year on year. They disproportionately affect BAPoC and women members of staff. QM UNISON ask that the Students' Union to endorse their call for full backpay.

### **What impact will this have?**

It will lessen the impact of the cost of living crisis on some of QMUL's hardest working (and lowest paid) staff and resolve the unjust underpayment. It will also lessen the shocking race and gender pay gaps that exist at QMUL.