

WITHOUT PREJUDICE

New JNCHES Negotiations 2012-13: UCEA's Final Offer

Further to the third meeting of New JNCHES, on behalf of HEIs participating in the 2012-13 negotiations, UCEA sets out the employers' approach for the year ahead below.

The 2012-13 negotiating round takes place against a background of significant change in the higher education sector and recognises important messages from the sector's funders about pay restraint in the current economic climate. The financial picture varies due to devolution of higher education policy in the UK but HEIs in all nations will be facing challenging circumstances.

UCEA's Approach

We have considered the trade unions' joint claim as follows:

- **Pay:** Employers made a final offer of an increase of 1% on all points on the JNCHES pay spine.
- **London weighting:** Employers offered to make a recommendation of an uplift of 1%, in line with previous practice, to Post-92 HEIs which have retained separate London weighting.
- **Living Wage:** It is noted that the trade unions have raised the Living Wage campaign as an important part of their claim.

The lower rates on the 51 point pay spine in HE do compare well with many other sectors and many HEIs are already meeting (or exceeding) the levels used within the campaign.

Where an HEI is not in that position for staff they employ directly, we would expect the matter to be raised within the local negotiating arrangements.

- **Approaches to professorial and senior pay systems:** Employers note the trade unions have raised concerns over institutions' approaches to pay equality and pay systems for professors and other senior staff and that these matters are dealt with at institutional level.

Employers endorse the principle of paying staff within equality proofed arrangements.

- **Joint work on equality items:** Employers offer joint work to explore the equality related issues raised in the trade unions' claim.
 - Reminding institutions of the recommendations of the 2009/10 Equality Working Group.

- A survey to review the impact of the final report of the Equality Working Group and its recommendations on the conduct of equal pay reviews, including hourly paid employees.
- Engaging with the Equality Challenge Unit (ECU) to explore the approaches to disability leave in the sector.
- **Joint working already committed:** The employers are already committed to joint work initiatives covering training and development and pay data.

Concluding comment

We hope our trade union colleagues will consider carefully the final offer set out here and engage positively in jointly working through challenging times.

22 May 2012