

**University and College Union
Higher Education**

To: HE branch and LA secretaries;

Topic: 2009 Pay Negotiations

Action: **To note**

Summary: **To note the conclusion of the 2009 pay negotiations**

Contact: **Michael MacNeil, National Head of Higher Education**

UCUHE39 set out the decisions of the Higher Education Committee in relation to the 2009 pay negotiations. Whilst condemning the refusal of the employers to negotiate on arrangements for the avoidance of redundancies and the unacceptable offer of a 0.5% pay rise the HEC have however noted that the 2009 national negotiating round has concluded.

The GMB, Unite and Unison have all now reluctantly accepted the employers' final offer and EIS have noted it.

UCEA have now issued the final offer as the New JNCHES pay agreement 2009/2010 although they have recognised that UCU (and EIS) have not formally accepted the offer. The final document is attached at Appendix 1.

UCEA are therefore advising their members to implement the 0.5% pay increase with effect from August 2009. They have also advised that they will be taking steps, with the trade unions, to set in place the three working groups referred to in the document.

No further action is required by branches / LAs.

The 2010 pay claim will be discussed at the special Higher Education Conference being held on Thursday 11 February. Details of the meeting will be sent out shortly.

Michael MacNeil
National head of higher education

Appendix 1

New Joint Negotiating Committee for Higher Education Staff PAY AGREEMENT 2009/2010

1. AGREED PAY INCREASE

Pay rates for non-clinical staff covered by HE national agreements will be increased as follows:

1 August 2009 0.5%

The attached sheet sets out the agreed uplifting of the single pay spine to give effect to this increase.

Post-92 HEIs retaining separate London weightings are recommended to increase these on average by the same percentage uplift.

If an HEI is in serious financial difficulty it may defer implementation of the above increase by up to 11 months in order to minimise job losses.

2. JOINT WORKING: OTHER ISSUES

As part of the 2009/10 Agreement, the New JNCHES has agreed to establish working groups with terms of reference as follows.

Pay Framework & Data Research Working Group

1. To undertake a study to understand how the Framework Agreement has been applied at HEIs. The areas to be covered by the study will cover;
 - The operation of contribution points.
 - The extent of harmonisation of terms and conditions.
 - The national pay spine.
 - The application of the agreement to Hourly Paid Workers.
 - To understand the impact of new grading structures such as:
 - the length of grades
2. As set out in the final chapter of the JNCHES Review of HE Finance & Pay Data, published in December 2008, there are a number of areas where it was agreed that steps could be taken to improve the quality of the statistics for the HE sector. These elements will now form part of the Data Research section of the Working Group, which will be tasked with;
 - Maintaining, updating and, where possible, improving upon the core components of analysis in relation to finance and remuneration set out in the Review of HE Finance & Pay Data with a view to presenting updated data by early 2010.
 - Establishing a dialogue with HESA to address the issues that the Review identified in connection with data provided; in particular exploring how HESA might;

-develop a mechanism for collating data so that it can be used to provide consistent long-term and detailed pay analysis;
- consider improving the information relating to support staff and part-time staff.

- Establishing a dialogue with ONS in relation to the Annual Survey of Hours and Earnings (ASHE) to explore how consistency between industry and occupational coding may be achieved and to encourage arrangements between HEIs and the ONS to submit data to the ASHE electronically.

The Group will make recommendations to New JNCHES and relevant bodies to improve data.

Membership: The Group will comprise representatives of all parties to the New JNCHES and external stakeholders by invitation.

Timeline: February 2010 – December 2010.

Equality Working Group

1. To act as a broad-based forum within which to comment, exchange views, establish common ground, and focus on strategic equality issues with a view to assisting HEIs and local unions, which may include recommending guidance and action plans on equality issues to New JNCHES and the HE sector.
2. As an initial task, the Group will gather information on the conduct of Equal Pay Reviews to date in HEIs. This will include undertaking a survey to establish the current position in HEIs. The survey will look at whether HEIs have completed an Equal Pay Review, and if so;
 - Was use made of JNCHES guidance?
 - Was this in partnership with their local unions?
 - Has the HEI established an action plan to tackle any areas of concern?
 - How comprehensive in terms of all staff groups?

It is proposed that the survey will be completed and an initial report made to the Group within a six month period.

3. The Group will also:
 - Survey and consider the impact of current and future regulation on equality related matters and recommend guidance for New JNCHES to issue, in particular the forthcoming Equality Act and the public sector duties.
 - Examine and commission research to understand the issues behind differences in pay at sector level in relation to gender and potentially in relation to ethnicity, disability and other groupings. Investigate systemic issues in relation to the gender pay gap, with a view to producing updated guidance (including work-life balance) on ways to tackle this issue.

In this regard the Working Group will seek information from HE sector groups, which could include, but is not limited to; the Equality Challenge Unit; the

Leadership Foundation for Higher Education; the HE Academy; Universities HR.

The Group will make recommendations to New JNCHES and other relevant bodies.

Membership: The Group will comprise representatives of all parties to the New JNCHES and external stakeholders by invitation.

Timeline: The Group will aim to produce a report by December 2010.

Sustainability Issues Working Group

1. To consider the factors affecting the sustainability of HEIs.
2. To develop proposals for enhancing shared understanding about technical aspects of HE finance and other issues affecting sustainability (subject to securing funding/support from stakeholders), specifically,
 - To develop materials/seminars to increase understanding on the technical aspects associated with HE funding and financial decision-making.
3. To act as a forum for the exchange of views, comments and discussion with sector stakeholders on the strategic developments at HE sector level, including workforce planning and organisational change.

Membership: The Group will comprise representatives of all parties to the New JNCHES and external stakeholders by invitation.

Timeline: To commence in February 2010.

SINGLE PAY SPINE FOR HE ACADEMIC AND SUPPORT STAFF 2009/2010

Spine Point	Salary from 1 October 2008 (£)	Salary from 1 August 2009 (£)
1	13085	13150
2	13431	13498
3	13787	13856
4	14099	14170
5	14477	14550
6	14867	14942
7	15216	15292
8	15641	15719
9	16081	16161
10	16547	16629
11	17026	17111
12	17519	17606
13	18027	18117
14	18550	18643
15	19089	19185
16	19645	19743
17	20226	20327
18	20834	20938
19	21458	21565
20	22126	22236
21	22765	22879
22	23449	23566
23	24152	24273
24	24877	25001
25	25623	25751
26	26391	26523
27	27183	27319
28	27999	28139
29	28839	28983
30	29704	29853
31	30594	30747
32	31513	31671
33	32458	32620
34	33432	33600
35	34435	34607
36	35469	35646
37	36532	36715
38	37651	37839
39	38757	38951
40	39920	40119
41	41118	41323
42	42351	42563
43	43622	43840
44	44930	45155
45	46278	46510
46	47666	47905
47	49096	49342
48	50569	50822
49	52086	52347
50	53650	53918
51	55259	55535