

Joint Higher Education Unions Heads of Claim 2025/6

We are seeking the restoration of our members' lost pay. Below inflation pay rises over the past decade have resulted in members' losing up to 30% of the value of their pay.

- We are calling on UCEA for:
 - an increase on all pay points of at least RPI (as at August 2025) + 3.5%, or a flat rate increase on each spine point of at least £2,500 (whichever is greater)
 - Equivalent percentage rises to London Weighting and any other allowances
 - A new minimum pay rate of £15 an hour.
 - All institutions to become Foundation Living Wage employers and for all pay points below the FLW to be deleted.
 - A commitment to an urgent and comprehensive reform of the New JNCHES pay spine.
- To restore the offer from 2024/5 to develop joint agreements on workload, contract types/casualisation, pay spine reform, and tackling the gender, disability and ethnicity pay gaps using the previous jointly agreed terms of reference.

The recent increases in the national Living Wage have made the need for pay spine reform in the sector even more urgent and we are calling on UCEA to re-convene the previously agreed pay spine review working group at the earliest opportunity with a view to include recommendations that can be in place from August 2025.

Agree to take forward the other areas of joint work discussed as part of the 2024-25 pay negotiating round, included in the UCEA pay offer for 2024-5 and then withdrawn by UCEA; gender inequalities in pension provision, a Green New Deal and Just Transition, the migrant salary threshold/ associated visa costs and on term time only contracts.

The unions also call on UCEA to undertake further joint work to avoid redundancies, course closures, and cuts to academic disciplines across the sector, and to lobby politically for a sustainable long term funding settlement for the sector.

The trade union claim will also call on UCEA to;

- Recommend that institutions move all staff onto a 35-hour week, with no loss in pay, to be implemented at institutional level.
- Commit to the protection of national agreements relating to terms and conditions of employment including the Post-92 national contract and HE2000.
- Establish the Scottish sub-committee of New JNCHES as set out under the New JNCHES agreement.
- Call upon universities to reimburse all visa application and application-adjacent fees for migrant workers and ensure that the pay spine is appropriate for the new government-mandated pay thresholds for skilled worker visas.