

UCU and Unison Novus Cambria Berwyn Pay Claim 2020

Introduction

Joint UCU and Unison claim for improvements to the pay and conditions of staff at Novus Cambria Berwyn.

We look forward to negotiations with a view to reaching agreement on the matters contained within the claim below:

1. Improvements to Pay 2020

Figures taken from LRD pay line demonstrate the pay award gap for the median pay award across the UK.

Year	Novus Cambria Berwyn pay award (%)	LRD pay line median (%)
19/20	2	2.5
18/19	1	2.5
17/18	1	2.75

In 2020 FE staff in Wales received:

8.4% for those lecturer's on MG1

3.75% for those lectures on MG 2-6

2.75% for those lecturers on UP1-3 plus business support staff and management

Growth in the October headline rate (the latest three-month average) for regular pay, excluding bonuses, was 2.8% against 1.9% for September, according to the Office for National Statistics.

Private sector growth during September rose to 3.3% from 2.5% the month before driven by growth in the Service Sector especially in Finance and Business Services which grew 4.6%.

Appropriate reward is needed to allow a catch up element and for the increased workload and stress placed on staff.

The Joint Trade Unions are claiming a 5% pay increase across the board to address the falling standards of living of staff employed by Novus Cambria Berwyn.

2. Improvements to holiday entitlement for all staff

Lecturing staff in Welsh FE institutions enjoy 46 days paid annual leave in each holiday year and 8 Bank and Public Holidays. Welsh FE institutions also reserve the right to schedule up to 5 closure days in the Annual Calendar, in the interest of efficiency.

The joint trade unions would like to see Novus Cambria work towards parity of esteem with the FE sector and The JTUs are seeking improvements to the current holiday entitlement for all education staff in Novus Cambria Berwyn.