

## **New JNCHES pay negotiations special**

### **UCEA make opening offer on 24 April**

The third meeting of this year's New JNCHES national negotiating round took place on 24 April.

#### **The pay offer**

During the meeting the employer's representatives at the Universities and Colleges Employers Association (UCEA) made an offer in respect of the pay element of the national claim of 0.9% to all pay points on the 51 point pay scale. This offer also has an additional adjustment designed to achieve an equivalent to the Living Wage, for the relatively small number of staff on the lowest spine points.

Branches need to be aware that UCEA are also keen to link any offer with text that refers to incremental pay progression within grades. During the negotiations UCEA made repeated reference to how other organisations in the public sector have introduced systems of performance related pay progression into the main pay scales.

UCEA also referenced to the recent UUK Diamond Report, which the Times Higher reported in February under the heading "Performance related pay is way forward for sector".

#### **Trade union side response**

The trade union side expressed disappointment that the pay offer falls short of the sector's ability to pay, the loss in the value of staff pay over recent years and rewarding the collective contribution made by all staff to the sectors continued success.

The trade union side also reminded UCEA that the National Framework Agreement sets out the normal expectation that institutions and staff have with regards to incremental progression through the pay scale.

#### **Pay Equality**

With regards to the pay Equality claim, UCEA indicated that it may be possible to further develop some elements of this claim, however UCEA have ruled out any part of

the equality claim that seeks focused national level action with regards to equality matters above spine point 51.

### **Next Steps**

The final New JNCHES meeting will take place on 12 May. Branches and members will be updated as soon as possible.

Reports from negotiations can be found here:

<http://www.ucu.org.uk/he2015>

The full details of the joint union claims can be found here:

[www.ucu.org.uk/circ/rtf/UCUHE246.rtf](http://www.ucu.org.uk/circ/rtf/UCUHE246.rtf) or  
[www.ucu.org.uk/circ/pdf/UCUHE246.pdf](http://www.ucu.org.uk/circ/pdf/UCUHE246.pdf)