University and College Union
Higher Education

To HE Branch and local association secretaries

Topic HE National and Regional pay briefings February 2016

Action To register at least one branch officer to attend one of these briefings

Summary This circular provides branches with the key decisions made at the special Higher Education Committee Meeting on 13 January in regards to the next steps in the pay campaign 2016/17, details of a series of regional/devolved national pay briefings, the locations, venues, timings and registration information. The briefings will give branch representatives the opportunity to discuss and feedback on the campaign and action plan.

Contact Paul Bridge, Head of HE pbridge@ucu.org.uk

Dear Colleagues

A special meeting of the Higher Education Committee (HEC) took place on Wednesday 13 January. The purpose of the meeting was to agree the next steps in the pay campaign 2016/17.

HEC had a focused discussion covering the following factors:

- The shape of the claim for 2016/17
- The timing of the claim’s submission, the negotiating timetable and, if necessary, actions in support of the claim
- The position of other trade unions in respect of the above
- Building the campaign among members
- Legislative changes (the Trade Union Bill)

In line with the decisions made at the October meeting, HEC confirmed that the claim will be submitted during the first week in February.
Pay and pay equality claim

HEC approved the development of a focused pay claim based on the principles of pay catch up and keep up, which may be a headline number. HEC also expressed a view that any final offer must ensure that changes to the government’s approach to the living wage does not result in distributive bargaining by the employers to reduce the amount on offer to those above the living wage floors.

UCU will be also be looking for a claim for action to close the gender pay gap in higher education as well as action to reduce the sector’s reliance on forms of casual employment.

The HE trade unions meet on Tuesday 19 January to seek to agree a joint claim.

Pay Campaign

HEC approved a pay campaign that will focus on the cumulative loss in members’ pay, the projected cost of living increases over the next 18 months, pay inequality and gender pay, the stark contrast with senior pay, casualisation, the sector’s level of income and reserves and work intensification/ workload.

Branches are reminded of the link to the recent HE news which covered some of these campaign themes.

http://www.ucu.org.uk/media/pdf/k/s/ucu_henews42_nov15.pdf

Branches are also advised to look out for the latest UCU report on VC, Principal and senior pay, which is due out in early February.

Timetable for action

An outline timetable for a ballot and action in support of the claim was agreed. The national negotiators were charged with refining the approach. HEC approved a timetable that enables a ballot and action to start in April. The timetable will form the basis of direct consultation with members and branches during February.

Consulting members and branches

HEC approved means to consult branches and members.
To start, a series of regional / devolved nation pay briefings have been arranged for February. At the briefings, branches will discuss the campaign and provide feedback on the proposed timetable for action. Details of the four briefings are found below in this circular.

Branches should make every effort to participate in these briefings as they will inform the decisions of the HEC when it meets on Friday 4 March to decide the next steps in the HE pay and campaign.

**It is important that your branch sends at least one representative to one of the briefings advertised in this circular. Branches may send up to two representatives.**

This circular provides branches with details of the meetings; locations, venues, timings and registration information. It also provides details of the suggested branch/LA attendance for each meeting.

**Meeting details**

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Venue</th>
<th>Timing</th>
<th>Nation/Regions</th>
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</thead>
<tbody>
<tr>
<td>Wednesday 17 February 11.00 – 13.00</td>
<td>Birmingham</td>
<td>UCU 3nd Floor Alpha Tower Suffolk Street Queensway Birmingham B1 1TT</td>
<td>E and W Midlands; Wales and South West.</td>
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<tr>
<td>Thursday 18 February 11.00 – 13.00</td>
<td>London</td>
<td>UCU Head Office, Carlow St, London NW1 7LH</td>
<td>London North and South, South East; E&amp;HC and Southern.</td>
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<tr>
<td>Wednesday 24 February 11.00 – 13.00</td>
<td>Glasgow</td>
<td>The Scottish Trades Union Congress 333 Woodlands Road Glasgow G3 6NG</td>
<td>Scotland; Northern Ireland; Northern.</td>
<td></td>
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<tr>
<td>Thursday 25 February 14.00 – 16.00</td>
<td>Leeds</td>
<td>St George’s Centre Great George Street Leeds LS1 3DL</td>
<td>North West; Northern, Yorkshire and Humberside.</td>
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</table>
The attached appendix contains the following:

- Details of venues for each meeting, including links to maps
- Details of branches/LAs it is suggested attend one of these briefings (Birmingham, London, Glasgow and Leeds).
- Links to the registration site for branches to use when registering your representative. *HEC members should use the same registration site but enter HEC next to the institution field.*

Registration at the Birmingham, London and Glasgow will open from 10.30am with refreshments on arrival. Please note that lunch is not provided.

Registration at the Leeds briefing will open from 13.30pm. There will be refreshments on arrival. Please note that lunch is not provided.

If you have difficulty registering for one of the meetings please contact Sue Bajwa; sbajwa@ucu.org.uk

If you require information about a venue please contact the following administrators;
Birmingham meeting – Jennette Estridge; jestridge@ucu.org.uk;
London meeting - Christine Bernabe; cbernabe@ucu.org.uk;
Glasgow meeting - James Rose; jrose@ucu.org.uk;
Leeds meeting – Helen Sidlow; hsidlow@ucu.org.uk;

All other matters, please contact Paul Bridge; pbridge@ucu.org.uk .

*Expense forms will be available on the day and expenses can be claimed back in the usual way.*

**Michael MacNeil**
**National Head of Bargaining and Negotiations**
Appendix

REGISTRATION INFORMATION

Wednesday 17 February – Birmingham
UCU 3nd Floor Alpha Tower Suffolk Street Queensway Birmingham B1 1TT
www.alphabirmingham.co.uk;

To register for the Birmingham meeting go to;
https://ucu.wufoo.com/forms/birmingham-he-briefing-wednesday-17-february-2016/

Suggested branches/LAs:
Aston                      Worcester
Birmingham                 Aberystwyth
Birmingham City University  Cardiff
Bishop Grosseteste         Cardiff Metropolitan
Coventry                   Royal Welsh College of Music and Drama
De Montfort                Swansea
Derby                      Swansea Met
Gloucestershire            University of South Wales
Harper Adams               University of Wales, Trinity St David’s
Keele                      Bath
Leicester                  Bath Spa
Lincoln                    Bristol
Loughborough               Exeter
Newman University College   Falmouth
Northampton                Oxford
Nottingham                 Oxford Brookes
Nottingham Trent           Plymouth
Royal Agricultural University Plymouth Marjon
Staffordshire              Portsmouth
University College Birmingham Ruskin College
Warwick                    UWE
Wolverhampton              

5 UCUHE/263
Thursday 18 February – London

UCU HQ Carlow St, London NW1 7LH

Map

To register for the London meeting got to;
https://ucu.wufoo.com/forms/london-he-briefing-thursday-18-february/

Suggested branches/LAs:

<table>
<thead>
<tr>
<th>Anglia Ruskin</th>
<th>King’s College London</th>
<th>Royal Veterinary College</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of the Arts</td>
<td>Kent</td>
<td>School of Pharmacy</td>
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<tr>
<td>London</td>
<td>Kingston</td>
<td>St Mary’s University</td>
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<td>Bedfordshire</td>
<td>London (Senate House)</td>
<td>College Twickenham</td>
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<td>Birkbeck</td>
<td>London Business School</td>
<td>SOAS</td>
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<td>Brighton</td>
<td>London Met</td>
<td>St. George’s</td>
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<td>Brunel</td>
<td>London South Bank</td>
<td>Surrey</td>
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<td>Bucks New University</td>
<td>University</td>
<td>Sussex</td>
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<td>Cambridge</td>
<td>LSE</td>
<td>Trinity Laban</td>
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<td>Canterbury</td>
<td>LSHTM</td>
<td>Thames Valley University</td>
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<td>Chichester</td>
<td>Middlesex</td>
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<tr>
<td>City</td>
<td>Norwich University of the Arts</td>
<td>University of the Creative Arts</td>
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<tr>
<td>Central School of Speech and</td>
<td>Open University</td>
<td>UCL</td>
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<tr>
<td>Drama</td>
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<td>UEL</td>
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<tr>
<td>Conservatoire for Dance and</td>
<td>Queen Mary University of</td>
<td>UWE</td>
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<tr>
<td>Drama</td>
<td>of London</td>
<td>UWIC</td>
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<tr>
<td>University of East Anglia</td>
<td>Regents College</td>
<td>Westminster</td>
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<tr>
<td>Goldsmiths</td>
<td>Royal Academy of Music</td>
<td>Bournemouth</td>
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<tr>
<td>Guildhall College of Dance of</td>
<td>Royal College of Art</td>
<td>Portsmouth</td>
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<tr>
<td>Drama</td>
<td>Royal College of Music</td>
<td>Southampton</td>
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<td>Greenwich</td>
<td>Reading</td>
<td>Southampton Solent</td>
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<tr>
<td>Hertfordshire</td>
<td>Royal Holloway</td>
<td>University Campus</td>
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<td>Heythrop</td>
<td>Roehampton</td>
<td>Suffolk (UCS)</td>
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<tr>
<td>Imperial College</td>
<td>Rose Bruford</td>
<td>Winchester</td>
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<tr>
<td>Institute of Education</td>
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</tbody>
</table>
Wednesday 24 February – Glasgow STUC
The Scottish Trades Union Congress 333 Woodlands Road Glasgow G3 6NG
http://www.stuc.org.uk/

To register for the Glasgow meeting go to;
https://ucu.wufoo.com/forms/glasgow-he-briefing-wednesday-24-february-2016/

Suggested branches/LAs:

Aberdeen
Abertay Dundee
Cumbria
Dundee
Durham
Edinburgh
Glasgow Caledonian
Glasgow School of Art
Glasgow
Heriot-Watt
Napier
Newcastle
Northumbria

Queen Margaret University
Robert Gordon
St. Andrews
Stirling
Strathclyde
Sunderland
Teesside
University of the West of Scotland
Belfast Queen’s
Ulster
St Mary’s University College
Stranmillis
Thursday 25 February – Leeds

St Georges Centre Great George Street Leeds Ls1 3DG


To register for the Leeds meeting go to;

https://ucu.wufoo.com/forms/leeds-he-briefing-thursday-25-february/

Suggested branches/LAs:

Manchester                                      Bradford
Manchester Met                                   Huddersfield
Salford                                        Hull
University of Central Lancashire                Leeds College of Music
Bolton                                          Leeds
Cheshire                                        Leeds Beckett
Edgehill                                        Leeds Trinity
Lancaster                                       Sheffield
Liverpool Hope                                  Sheffield Hallam
Liverpool John Moores                           York
Liverpool Institute                              York St. John
Liverpool                                       Bangor
Royal Northern College of Music                 Glyndŵr