

# New Joint Negotiating Committee for Higher Education Staff

## PAY SETTLEMENT 2016/2017

### 1. PAY ELEMENTS

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

With effect from 1 August 2016:

1.1 per cent on all the New JNCHES single pay spine points save for points 1 to 7 where the New JNCHES single pay spine points will increase as follows:

Point	% increase
1	3.1%
2	3.1%
3	2.7%
4	2.7%
5	2.2%
6	1.7%
7	1.6%

Point 1 will be removed from the New JNCHES single pay spine on 1 April 2017. Staff on this salary point should be moved to point 2 by this date. Participating HEIs should not use this point in their grading structures past this date. HEIs are not required to extend affected grades as a result of this change.

The attached sheet sets out the uplifting of the single pay spine to give effect to these increases.

Post-92 HEIs retaining separate London weightings are recommended to increase these by 1.1 per cent.

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

### 2. NON-PAY ELEMENTS

UCEA and the trade unions have agreed to take forward **joint work to progress specific matters of mutual interest**. Much of this work flows from the successful conclusion of the joint work being done as a consequence of the 2015-16 settlement. This joint work is part of the overall settlement for 2016-17 and not an ongoing commitment at New JNCHES.

The joint work at a national level cannot dictate actions at individual institutions; it is for the individual employers and their recognised trade unions to engage on the issues at this level through the established channels for such dialogue.

Both parties have acknowledged that they are keen to see further progress as well as the action that is being taken by HE employers positively highlighted. The sections below outline the three areas where the employers represented through New JNCHES and the trade unions intend to work together in the coming year.

On **gender pay gaps** there is a shared recognition between the employers and the trade unions of the challenges to be addressed in closing the gender pay gap. The joint work to be done in this important area will be building on both the major New JNCHES Gender Pay Working Group Report published with all the unions in July 2015 and the work on sector-level gender pay data undertaken in 2015-16. This data analysis (with accompanying interactive charts) on HE sector level gender pay gaps was completed in June 2016. The report will be published in September 2016 although it may not, at that time, have formal 'sign-off' from all five of the sector trade unions that worked on it with UCEA.

It will be important that the new work does not duplicate the many initiatives already being taken within the sector. The specific work that will be undertaken in the 2016-17 year is:

- i) UCEA and the trade unions will consult HEIs and branches respectively to seek support for
  - the new recommended gender pay gap benchmarks that are in the 2016 data analysis report;
  - UCEA publishing such sector benchmarking data annually to enable sector level progress to be measured.

The intention will be for the parties to have undertaken this consultation by November 2016.

- ii) UCEA and the trade unions will establish a working group to undertake the review and re-issuing of the previous (November 2013) New JNCHES Equal Pay Reviews guidance for HEIs.

The revised guidance will,

- reflect new GPG reporting requirements and a focus on action planning;
- incorporate checklist material and links to other resources to assist HEIs in formulating action plans;

- explain the difference between equal pay analysis and the examination of where pay gaps exist within the workforce, and the need for both activities.

The intention will be to conclude this work by March 2017.

iii) UCEA and the trade unions will jointly organise a national event to launch the revised guidance and enable discussion about the examination and reporting of gender pay gap analysis, action planning and evaluating impact, incorporating presentation from some case study HEIs. It would be intended that such an event would take place in the early summer of 2017.

On **casual and 'zero hours' contracts** the employers and the trade unions share an interest in taking forward further joint work. There is mutual recognition of the need for employers to balance the need for flexibility within their workforces and the securing of appropriately skilled individuals alongside the provision of as much secure and planned employment as is possible. Both parties believe that the trade unions and employers can show joint leadership in this area by showcasing and encouraging good employment practice.

The joint work in 2016-17 will build upon the major New JNCHES Hourly Paid and Casual Staff Working Group Report published in July 2015. The specific work to be progressed during 2016-17 is as follows:

i) UCEA and the trade unions will continue and conclude the dialogue that commenced during 2015-16 to find ways to improve the quality of the sector data on the employment of casual / hourly paid staff, engaging with both HESA and sector employers.

It is intended that this work will be concluded by December 2016.

ii) UCEA and the trade unions will establish a working group to,

- Produce a new report that explores practice in a sample of HEIs in their use of variable hours contractual arrangements, with a particular focus on those where changes have been made through dialogue with staff representatives. [The trade unions can propose example case study HEIs for inclusion in the report.]
- Produce a new report on HEIs' practice in relation to the support of individuals engaged on fixed term arrangements delivering teaching. The report will include a 'checklist of actions / considerations', developed with input from HEIs and trade union colleagues, intended to assist managers at departmental / school level in planning and decision-making around the engagement of employees on fixed-term contractual arrangements. The considerations will, for example, include the allocations of working hours and the advice to individuals at the commencement

and at points of change within the engagement, support and induction arrangements.

The intention will be to conclude this work by March 2017.

iii) UCEA and the trade unions will jointly organise a national event to launch the two reports, intended to showcase practice and enable participants to explore their shared interests in the operational frameworks that can help underpin good employment practice. It would be intended that such an event would take place in the early summer of 2017.

On **trade union facilitation**, the parties will work together to produce a framework to assist HE institutions and their union branches in establishing arrangements to facilitate the deduction of trade union contributions at source (DOCAS) that will enable them to be compliant with the provisions of the 2016 Trade Union Act.

**Agreed by:**

UCU

UNISON

Unite

GMB

UCEA

**SINGLE PAY SPINE FOR HE ACADEMIC AND SUPPORT STAFF 2016/17**

<b>Spine point</b>	<b>Salary from 1 August 2016</b>
1	14,767
2	15,052
3	15,356
4	15,670
5	15,976
6	16,289
7	16,618
8	16,961
9	17,399
10	17,898
11	18,412
12	18,940
13	19,485
14	20,046
15	20,624
16	21,220
17	21,843
18	22,494
19	23,164
20	23,879
21	24,565
22	25,298
23	26,052
24	26,829
25	27,629
26	28,452
27	29,301
28	30,175
29	31,076
30	32,004
31	32,958
32	33,943
33	34,956
34	36,001
35	37,075
36	38,183
37	39,324
38	40,523
39	41,709
40	42,955
41	44,240
42	45,562
43	46,924
44	48,327
45	49,772
46	51,260
47	52,793
48	54,372
49	55,998
50	57,674
51	59,400

