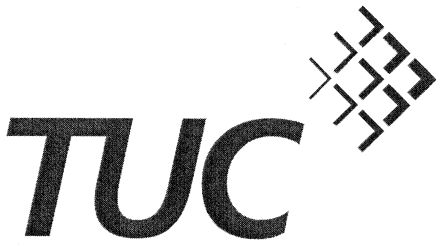
FRAMEWORK AGREEMENT FOR THE MODERNISATION OF PAY STRUCTURES

MEMORANDUM OF UNDERSTANDING WITH AUT FOR PRE-92 UNIVERSITIES
(and related correspondence)

16 & 23 March 2004



Ms J Prudence
Chief Executive
UCEA
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our ref: S/BB/CM
date: 18 March 2004
contact: Brendan Barber
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Dear Joce

AUT/UCEA DISPUTE

I am grateful to colleagues from AUT and UCEA for taking part in the discussions at Congress House on 8, 15 and 16 March. As agreed at the end of our meetings I am now writing to convey formally the terms of the proposals developed in the discussions, and these are set out in the **attached** document headed 'Framework Agreement for the Modernisation of Pay Structures'.

Both sides' negotiators confirmed their intentions to recommend these proposals strongly to their respective constituencies recognising them as the best that can be achieved through negotiation to resolve the current difficult dispute.

It has been agreed that these proposals will be reported to the Strategy Planning Committee of the AUT and the Board of UCEA at 12 noon on 18 March.

I am grateful to colleagues from both sides for the patience shown and the spirit in which these negotiations have been conducted and I hope these proposals do prove acceptable as providing an honourable resolution to this dispute.

Yours sincerely

BRENDAN BARBER
General Secretary

FRAMEWORK AGREEMENT FOR THE MODERNISATION OF PAY STRUCTURES

1. The AUT negotiators will recommend their Strategic Planning Committee, Executive and Council to ratify the Framework Agreement negotiated in July 2003, subject to agreement of the following Memorandum of Understanding between the AUT and UCEA:

Transition to the new pay spine: progression protection

The AUT and UCEA agree that the proposed Framework for the modernisation of pay structures should provide a platform for the long term improvement of salaries across higher education to address the problem of historical decline in the relative value of earnings. To this end, it is important to address the AUT's concern about potential applications of the new single pay spine for academic and related staff in pre-1992 HE institutions.

Pre-1992 universities and colleges have therefore agreed that the detail of the new pay arrangements which they adopt under the terms of the Framework Agreement will be designed with the intention – as far as practicable and foreseeable - of avoiding detriment to the present pay progression expectations of academic and related staff, except where: staff agree to such as part of a package of changes to pay arrangements which overall they consider to be acceptable; staff are "red-circled" following job evaluation exercises and their pay is protected in accordance with the provisions in Appendix F of the Framework Agreement; or staff would, exceptionally, have been denied incremental progression under established procedures for dealing with performance problems.

As prescribed in the Framework Agreement, new pay arrangements incorporating this commitment will need to be developed by HE institutions in partnership with their recognised unions, negotiating to reach agreement on a timely basis.

In particular, subject to the above exceptions, institutions shall have regard to the following guiding principles:

- *that contribution thresholds in the pay scales for these staff should be set no lower than the present non-discretionary maxima for equivalent grades;*
- *that these staff will have a normal expectation of annual progression to the contribution threshold for their grade;*
- *that this incremental progression to the contribution threshold will take no longer than under current equivalent arrangements.*

Grading for academic-related staff

To address the AUT's concern about grading arrangements for academic-related staff, it is

- *emphasised that the requirements in the Framework Agreement about common grading across staff groups will embrace both academic and senior administrative, library and computing staff;*

- *noted that a number of pre-1992 universities and colleges have already been engaged with AUT, or have indicated willingness to engage with AUT, in developing role profiles for academic-related staff; and*

- *agreed that any institution which has undertaken work of this sort should be invited to contribute such profiles to a library database, maintained nationally by UCEA. These profiles for senior administrative, library and computing staff, suitably indexed with reference to grade and function, would be published to assist HE institutions and their partner unions in the process of negotiating and implementing new grading arrangements on a timely basis.*

3. The UCEA negotiators will recommend the same Memorandum of Understanding to their Board and pre-1992 university and college subscribers.

INDUSTRIAL ACTION

4. The AUT negotiators will recommend their Strategic Planning Committee, Executive and Council to end the present industrial action, to encourage AUT members to return to normal working as rapidly as possible, and in particular to seek to minimise the impact on students (especially those due to graduate this year) by working with HE institutions to reschedule outstanding assessment processes so that these can be completed without undue delay.

5. UCEA recognises that restoring good industrial relations with the AUT and its members is a priority. The UCEA negotiators will therefore recommend their subscribers not to victimise or unfairly penalise any AUT members who have taken strike action or action short of a strike, and not to impose unreasonable deadlines as part of the necessary rescheduling of assessment processes.

PAY INCREASES

6. Once ratification of the Framework Agreement and the ending of industrial action have been agreed on the above basis, UCEA will recommend its subscribers to implement as soon as practicable the pay increases set out in the Framework Agreement.

JNCHES GUIDANCE

7. UCEA have acknowledged that there are a number of agreements reached in JNCHES on 16 December 2003 and 4 March 2004 to which the AUT is not currently a party, and there will be further contact on these issues.

16 March 2004

TUC

Dave Prentis, UNISON
Christina McAnea, UNISON
Paul Mackney, NATFHE
Roger Kline, NATFHE
Chris Kaufman, TGWU
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Sally Hunt, AUT

our ref: S/BB/CM
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Dear Colleague

AUT/UCEA AGREEMENT

There seems to be some misunderstanding over the **attached** proposed agreement between AUT and UCEA which I brokered at the TUC on 16 March.

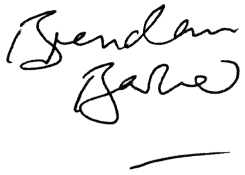
An important issue in the discussion was AUT's concern that the normal expectations of career earnings of their members should suffer no detriment. Other unions, I understand, well understood and were sympathetic to the AUT's concerns on this particular point. As you can see the proposed agreement contains 'no detriment' provisions to meet this concern. This does not however mean that there is any change to the agreed common grade structure, or to the pay spine, or to the pay increases for staff, both academic and non-academic in pre- and post '92 institutions. Those all remain unchanged.

It is regrettable if some of the interpretation of this proposed agreement has raised the question as to whether more money has been secured for AUT members which could then, wrongly, be thought to have been denied to other groups of staff. That was not the intention of any of the parties, and nor will it be the effect, of giving the AUT the reassurance they were seeking in respect of their career earnings expectations.

Cont'd/....

I hope this clarification is helpful and I **enclose**, in confirmation, a note from Sally Hunt which also reflects these points.

Yours sincerely



BRENDAN BARBER
General Secretary

Attachs.

23 March 2004

Brendan Barber
General Secretary
TUC
Congress House
Great Russell Street
LONDON
WC1B 3LS

Dear Brendan

Further to our conversation yesterday, I write to confirm on behalf of AUT, that the memorandum of understanding between ourselves and UCEA does not involve "extra" monies to fund it beyond that already agreed with other unions within higher education.

Since July 2003 AUT has had a range of concerns. The translation of salary progression on the current pay spine to the one in Model C- and protection for academic related staff have been prime within that. The memorandum, in the view of the negotiators, meets much of that concern in pre' 92 universities and as such we are recommending it. We are very grateful for your help in achieving that.

Our national council will discuss this at their meeting this week. They will decide whether they will recommend the offer to members.

I understand that a range of questions have been asked of you by other unions. Please feel free to share this letter if it assists in clarifying matters although I would ask that it is not used for any press commentary.

Yours sincerely

Sally Hunt

Sally Hunt
General Secretary