

UNIVERSITY PAY SETTLEMENTS 1994 – 2006

Pre-92 Universities. Academic and Academic Related

1994	2.5% from 1 April 1994. In addition lump sum equal to 0.35% of annual salary at 31 March 1994. The lowest spinal column points were removed from the scales.
1995	2.7% from 1 April 1995.
1996	Two-year deal for 1996/97. 2.9% from 1 April 1996 plus 2.9% or the March RPI if higher. Agreed to commission a one-off independent review of university salaries for submission to the Dearing Inquiry. Employers agreed to support the AUT call for a Pay Review Body.
1997	2 nd year of two-year agreement. 2.9%
1998	3.8% staged. 2% from 1 April 1998 + 1.8% from 1 October 1998.
1999	3.5% from 1 April 1999. Followed industrial action by the AUT
2000	Following breakdown of negotiations, UCEA recommended implementation of 3% increase from 1 April 2000 plus deletion of bottom point of the Lecturer A scale. Although some universities imposed the 3% increase the majority did not.
2001	3% from 1 April 2001 + 1% from 1 September 2002, giving a total uplift of 5.1 per cent over a 16 month period. The settlement was worth 3.7% over the year. Agreed to move to a common review date of 1 August from 2002 for all HE staffs and a new negotiating structure and single [pay spine. The 2001 agreement included acceptance of the 2000 increase of 3% backdated to 1 April 2000 (where it had not already been implemented). Also included deletion of bottom point of Lecturer A scale from 1 April 2000 under 2000 agreement and a further deletion of bottom point from 1 April 2000.
2002	3.2% from 1 August 2002. Some points increased by slightly more because of assimilation to interim pay spine plus bottom spine point deleted from Lecturer scale, giving 8.4% at the lowest grade. The average increase was 3.5%
2003	No agreement reached until 2004. 3.44% backdated to 1 August 2003 plus 3% from 1 August 2004.
2004	Second stage of 2003 agreement. 3% from 1 August 2004
2005	3% for all staff on salaries above £13,200pa from 1 August 2005.
2006	Three year agreement, following industrial action by AUT and NATFHE (now UCU) from March to June 2006. From 1 August 2006 all scales (for all staff on existing and new Framework Agreement National Spine) increased by 3% or £515, whichever the greater plus a further 1% from February 2007. The second stage of the agreement provides 3% from 1 August 2007 plus a further 3% or £240, whichever the greater, from 1 May 2008. The final year of the agreement provides for 2.5% or the RPI, whichever the greater, from 1 October 2008. In addition it was agreed that there would be reviews of JNCHES and of HE financial and pay data.

Post-1992 Universities and HE Colleges. Academics.

1994	2.5% plus pensionable lump sum of £90 (from 1 April 2004 for technical staffs and from 1 July 2005 for computer staffs and clerical and admin staffs). In addition bottom two points of the pay scale were removed giving a deal worth 2.9% of paybill. London allowance also increased.
1995	2.7% from 1 September 2005. London allowance also increased.
1996	Two-year deal for 1996/97. 2.9% from 1 September 1996 and 2.9% from 1997. London allowance also increased.
1997	2 nd year of two-year agreement. 2.9% from 1 September 1997. London allowance also increased.
1998	3.8% staged increase. 2% from 1 September 1998 + 1.8% from 1 March 1999 (giving equivalent of 2.9% over the year)
1999	3.5% from 1 September 1999. Working parties set up on casualisation and equal opps.
2000	Following breakdown of negotiations, UCEA recommended implementation of 3% increase from 1 September 2000. Although some universities imposed the 3% increase the majority did not.
2001	2.25% from 1 September 2001 + 2% from 1 February 2002, giving a total uplift to salaries of 4.3% over 11 months. Agreed to move to a common review date of 1 August and a new negotiating structure with a single pay spine. The 2001 agreement included acceptance of the 2000 increase of 3%, backdated to 1 September 2000. Also agreed to deletion of bottom points 3,4 and 5 on the lecturer scale from September 2000 and from September 2001 point 6 was deleted from the scale.
2002	3.2% from 1 August 2002. Some points increased by more because of assimilation to interim pay spine and bottom two spine points removed from lecturer scale, raising the lowest grade by 13.4%. The average increase was 3.5%.
2003	No agreement reached until 2004. 3.44% backdated to 1 August 2003 plus 3% from 1 August 2004.
2004	Second stage of 2003 agreement. 3% from 1 August 2004
2005	3% for all staff on salaries above £13,200pa from 1 August 2005. Increases in London allowance at post-92 HEIs of: £100 on Inner London; £60 on Outer London; and £25 on Fringe Area.
2006	Three year agreement, following industrial action by AUT and NATFHE (now UCU) from March to June 2006. From 1 August 2006 all scales (for all staff on existing and new Framework Agreement National Spine) increased by 3% or £515, whichever the greater plus a further 1% from February 2007. The second stage of the agreement provides 3% from 1 August 2007 plus a further 3% or £240, whichever the greater, from 1 May 2008. The final year of the agreement provides for 2.5% or the RPI, whichever the greater, from 1 October 2008. In addition it was agreed that there would be reviews of JNCHES and of HE financial and pay data.

Pre-1992 Universities. Support staff

1994	2.5% plus one-off non-pensionable payment at a cost of c.0.4% on paybill, giving total deal worth 2.9%.
1995	2.7% (from 1 April 1995 for technical staff; from 1 July 2005 for computer staffs and clerical and admin staffs)
1996	Two-year agreement for 1996/97. 2.9% (from 1 April 2006 for technical staffs and from 1 July for computer staffs and clerical and admin staffs).
1997	2 nd year of two-year agreement. 2.9%
1998	Staged increase. 2% from 1 July 1998 + 1.8% from 1 January 1999 (giving total 3.8%) for admin and clerical staffs and computer staffs. 2% from 1 April 1998 + 1.8% from 1 October 1998 for technical staffs.
1999	3.5%. From 1 April for technical and computer staffs and from 1 July for clerical and admin.
2000	Following breakdown of negotiations, UCEA recommended implementation of 3% increase from 1 April 2000 for 1 April for technical staffs and 1 July for computer staffs and clerical and admin staffs. Although some universities imposed the 3% increase the majority did not.
2001	3% from 1 April 2001 + a further 1% from 1 September for technical staffs. A further increase of 1% from 1 March 2002 gave a total increase of 5.1% over 16 months. Technical staff on less than £11,000 received flat-rate increases of £560 from 1 April 2001. Computer staffs and clerical and admin staffs received 3% from 1 July 2001 with a further increase of 1.25% from 1 January 2002, giving a total increase of 4.3% over 13 months. Computer and clerical and admin staff on less than £11,000 received flat rate increases of £470 from 1 July 2001. Agreed to new negotiating structure and single pay spine. 2001 agreement included acceptance of 2000 increase of 3%.
2002	Increases of between 3.2% and 4.9% (average 3.5%) from 1 August 2002 with higher increases at the lower end of the pay scales (5.6% on the lowest technician salary point). Assimilation to interim pay spine.
2003	Two-year agreement. 3.44% from 1 August 2003 + 3% from 1 August 2004. Increases for lowest paid higher (up to 8.1%)
2004	Second stage of 2003 agreement. 3% from 1 August 2004
2005	3% for all staff on salaries above £13,200pa from 1 August 2005. Underpinning higher increases of £500 for those on salaries below £11,500pa; £450 for those paid between £11,500 and £12,500pa; and £400 for those between £12,500 and £13,200pa. Increases in London allowance at post-92 HEIs of: £100 on Inner London; £60 on Outer London; and £25 on Fringe Area.
2006	Three year agreement, following industrial action by AUT and NATFHE (now UCU) from March to June 2006. From 1 August 2006 all scales (for all staff on existing and new Framework Agreement National Spine) increased by 3% or £515, whichever the greater plus a further 1% from February 2007. The second stage of the agreement provides 3% from 1 August 2007 plus a further 3% or £240, whichever the greater, from 1 May 2008. The final year of the agreement provides for 2.5% or the RPI, whichever the greater, from 1 October 2008. In addition it was agreed that there would be reviews of JNCHES and of HE financial and pay data.

Manual Workers (pre- and post 92)

1996	Two year increase covering 1996 and 1997. 3.9% from 1 April 1996 in pre-92 and 1 September in post-92. Second stage 3.4% or the March 1997 RPI figure plus 0.5% if this is higher. Effective 1 April 1997 in pre-92 and 1 September 1997 in post-92.
1997	2 nd year of two-year agreement. 3.4%
1998	Staged increase. 2% from 1 April 1998 + 1.8% from 1 October 1998 for pre-92s. 2% from 1 September 1998 + 1.8% from 1 March 1999 for post-92s.
1999	3.5%. From 1 April 1999 in pre-92s, from 1 September in post-92s.
2000	Following breakdown of negotiations, UCEA recommended implementation of 4% increase from 1 April 2000 for pre-92s and 1 September for post-92s. Although some universities imposed the 3% increase the majority did not.
2001	Increase of flat rate £560 a year (from 1 April 2001 for pre-92s and 1 September for post-92s). In pre-92s the agreement lasted 16 months and gave the lowest-paid workers increases of 6.7% and those on Grade 4 increases of 5.7%. In post-92s the agreement covered 11 months and gave the lowest-paid workers increases of 5.2% to 4.35% at the highest. Agreed to new review date from 1 August 2002 and new single pay spine. The 2001 agreement included acceptance of the 4% increase from 2000.
2002	3.5% to 5% from 1 August 2002 (average increase 4.3%) on assimilation to interim pay spine.
2003	Two-year agreement. 3.44% from 1 August 2003 and 3% from 1 August 2004. Higher increases for lowest grades (up to 8.1%).
2004	Second stage of 2003 agreement. 3% from 1 August 2004
2005	3% for all staff on salaries above £13,200pa from 1 August 2005. Underpinning higher increases of £500 for those on salaries below £11,500pa; £450 for those paid between £11,500 and £12,500pa; and £400 for those between £12,500 and £13,200pa. Increases in London allowance at post-92 HEIs of: £100 on Inner London; £60 on Outer London; and £25 on Fringe Area. Increases range from 4.6% at bottom to 3.2% for manuals.
2006	Three year agreement, following industrial action by AUT and NATFHE (now UCU) from March to June 2006. From 1 August 2006 all scales (for all staff on existing and new Framework Agreement National Spine) increased by 3% or £515, whichever the greater plus a further 1% from February 2007. The second stage of the agreement provides 3% from 1 August 2007 plus a further 3% or £240, whichever the greater, from 1 May 2008. The final year of the agreement provides for 2.5% or the RPI, whichever the greater, from 1 October 2008. In addition it was agreed that there would be reviews of JNCHES and of HE financial and pay data.