

New Joint Negotiating Committee for Higher Education Staff

2018-19 pay outcome

PAY ELEMENTS

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

With effect from 1 August 2018:

1.1 Two per cent on all the New JNCHES single pay spine points save for points 2 to 15 where the New JNCHES single pay spine points will increase by £425 as follows:

Pay point	Annual salary value from 1 August 2018	Percentage increase on 1 August 2017 values
2	15842	2.76%
3	16146	2.70%
4	16460	2.65%
5	16766	2.60%
6	17079	2.55%
7	17408	2.50%
8	17751	2.45%
9	18189	2.39%
10	18688	2.33%
11	19202	2.26%
12	19730	2.20%
13	20275	2.14%
14	20836	2.08%
15	21414	2.02%

Note: Percentage increases are rounded to two decimal points.

1.2 On London Weighting, it is recommended that those post-92 institutions that retain a separate London Weighting allowance increase this by the same amount as the 2% base uplift.

1.3 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.

1.4 It is acknowledged that the projections¹ for future increases in National Living Wage, i.e. from April 2020 and subsequent years, will be a matter for some HE institutions to

¹ The latest Low Pay Commission forecasts are available in its December 2017 report on page 172 (Table 5.4) www.gov.uk/government/publications/national-minimum-wage-low-pay-commission-report-2017

consider in the future. This is more likely to be the case where a 37 hour working week operates. This may require a review of the use of lower pay spine point(s) and grading arrangements; a matter for institutional determination that an HEI would take forward in discussion with their recognised trade unions.

Agreed by GMB

Noted as closing the round by UCU, UNISON, Unite and EIS

March 2019
