

New Joint Negotiating Committee for Higher Education Staff

AGREEMENT 2014/2015

This document sets out the New JNCHES agreement for 2014-15.

1. PAY ELEMENTS

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

1 August 2014

2.0 per cent on all pay spine points.

Point 1 of the New JNCHES pay spine will also be increased by an additional £60. While the Living Wage is a matter for local determination it is recognised that the new point 1 would be equivalent to the current rate of the Living Wage in those HEIs that have a 35-hour week.

The attached sheet sets out the uplifting of the single pay spine to give effect to this increase.

Post-92 HEIs retaining separate London weightings are recommended to increase these by 2.0 per cent.

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

The employers acknowledge the particular importance which the trade unions attach to the position of those on the lowest pay points and the value they place on the Living Wage as a benchmark. Under the National Framework Agreement the use of points on the national pay spine is a matter for local determination, in consultation with local trade unions in accordance with local practice. The working week varies across HEIs, as does the use of pay points to reflect local employment markets.

The vast majority of HEIs are already paying at a level that meets or exceeds the Living Wage, as well as providing a valuable total reward package of benefits, which are not reflected by the Living Wage Campaign.

The parties to New JNCHES will conduct a piece of joint work to explore HEIs' practices across the sector on the use of the bottom pay points, different weekly hours and the actual hourly equivalent rates of pay. This will enable both sides to assess the use and usefulness of, in particular, point 1 on the 51 point pay spine to inform discussions in 2015-16.

The full and final offer on pay is based on the following understandings:

- that it would settle the pay negotiations for 2014-15;
- that it would draw a line under the 2013-14 negotiating round and dispute; and

- that a requirement is that the trade unions respond to the offer before the commencement of any further industrial action.

2. PAY-RELATED AND EQUALITIES ELEMENTS

Gender pay

In 2013, UCEA and the trade unions undertook a joint survey of HEIs on the conduct and outcomes of equal pay reviews. This resulted in a New JNCHES report published in January 2014, which outlined the main causes of gender pay gaps in HE institutions.

The employers and trade unions can build on this data with qualitative information gathered through a new technical working group on gender pay with a view to identifying and actively promoting good practice. The technical group will have input from ECU and aim to seek input from other relevant specialist sector bodies to take on board existing research at sector level.

The purpose of this work would be to build on the positive joint work from 2013 by collecting qualitative examples from within and beyond HE in order to understand better the nature of gender pay gaps where they exist, the possible reasons for these, and the types of measures being taken to address them. The work would be intended to complement rather than duplicate other initiatives in this area.

The group would establish terms of reference, which it is envisaged would include:

- A review of the equal pay survey results, including the employment issues in HE identified by HEIs, and other relevant HE data on the gender pay gap.
- Scoping of work on gender pay currently being undertaken by other sector agencies.
- Identification of a sample of HE case studies, which would include HEIs that had participated in the survey and identified examples of good or innovative practice.
- Identification of a case study of good practice from outside the HE sector.
- A New JNCHES report of findings, showcasing of good or innovative practice.
- Dissemination of the report to all HEIs.
- A joint dissemination event, possibly with input from other relevant sector bodies.
- An aim to complete a report by February 2015, with an interim progress report in December 2014.

Hourly-paid and casual staff

The employers note the trade unions' concern over the extent and nature of the employment of staff in these categories, notably where zero hours and/or variable hours contracts are in use. The parties recognise the value in establishing some shared understanding of how HE employers can achieve appropriate flexibility in the workforce while delivering fair and equitable employment practice.

The employers and trade unions will establish a joint working group with a view to arriving at a better understanding of the nature and extent of contractual flexible arrangements in use in HE and any trends in their use and examples of practice. Having undertaken the work to understand better the nature and extent of flexible contractual arrangements the group will consider and report on conclusions on practice in this area.

The group would establish terms of reference which it is envisaged would include:

- The group would review the principles underlying good practice in fixed-term and casual employment, as outlined in the JNCHES guidance from 2002.
- An analysis of the HESA staff data including that on 'atypical' staff, as well as data supplied by the trade unions, to understand the patterns of use across the HE workforce, as well as any trends over time.
- Identification of a sample of HE case studies to illustrate examples of the staffing models in use, modes of employment, the nature of the employment relationship, and contractual arrangements in use within the sector. This will cover a range of institutions and both academic and support staff.
- Description of a typology of variable and flexible contracts in use in HE.
- A New JNCHES report of findings, synthesising what has been learned, that would include, for example, the typology of contractual arrangements and case studies of practice.
- Dissemination of the report to all HEIs.
- A timeline for the work to be done, with an intention to undertake joint dissemination using the 2015 New JNCHES Strategic Issues conference.