

New Joint Negotiating Committee for Higher Education Staff

PAY SETTLEMENT 2015/2016

1. PAY ELEMENTS

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

With effect from 1 August 2015:

1.0 per cent on all the New JNCHES single pay spine points save for points 1 to 8 where the New JNCHES single pay spine points will increase as follows:

Point	% increase
1	2.65%
2	2.4%
3	2.2%
4	2.0%
5	1.8%
6	1.6%
7	1.4%
8	1.2%

Post-92 HEIs retaining separate London weightings are recommended to increase these by 1.0 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. PAY EQUALITY ELEMENTS

The employers and trade unions will undertake joint work in two key areas, as outlined below. Further detail on the joint work projects has been provided to the trade unions in a separate paper.

i) Reviewing gender pay gap data

It is proposed that the next joint review of the 2014 HE pay data will include an expanded section on the gender pay gap. This will include enhanced analysis of gender pay gaps between job levels and information on occupational segregation. The data itself will be drawn from the existing agreed datasets such as the Annual Survey of Hours and Earnings and the HESA Staff Record. The analysis and presentation for inclusion in the final report will be agreed by a group enabling representation from all the trade unions.

ii) Engaging HESA on the collection of data on hourly-paid and casual staff

It is proposed that the trade unions and employers will establish a dialogue with HESA on the collection of data on hourly-paid and casual staff with a view to improving analyses and evidence for employment of these staff groups.

SINGLE PAY SPINE FOR HE ACADEMIC AND SUPPORT STAFF 2015/16

Spine point	Salary from 1 August 2015
1	14323
2	14599
3	14953
4	15258
5	15632
6	16017
7	16357
8	16776
9	17210
10	17703
11	18212
12	18734
13	19273
14	19828
15	20400
16	20989
17	21605
18	22249
19	22912
20	23619
21	24298
22	25023
23	25769
24	26537
25	27328
26	28143
27	28982
28	29847
29	30738
30	31656
31	32600
32	33574
33	34576
34	35609
35	36672
36	37768
37	38896
38	40082
39	41255
40	42488
41	43758
42	45066
43	46414
44	47801
45	49230
46	50702
47	52219
48	53781
49	55389
50	57047
51	58754