

# **New Joint Negotiating Committee for Higher Education Staff**

## **PAY SETTLEMENT 2012/2013**

### **1. PAY INCREASE**

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

1 August 2012	1.0 per cent on all pay spine points.
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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 1.0 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.

### **2. LIVING WAGE**

It is noted that the trade unions have raised the Living Wage campaign as an important part of their claim.

Employers note that the lower rates on the 51 point pay spine in HE do compare well with many other sectors and many HEIs are already meeting (or exceeding) the levels used within the campaign.

Where an HEI is not in that position for staff they employ directly, employers would expect the matter to be raised within the local negotiating arrangements.

### **3. EQUALITY ISSUES**

Employers offer joint work to explore the equality related issues raised in the trade unions' claim.

- Reminding institutions of the recommendations of the 2009/10 Equality Working Group.
- A survey to review the impact of the final report of the Equality Working Group and its recommendations on the conduct of equal pay reviews, including hourly paid employees.
- Engaging with the Equality Challenge Unit (ECU) to explore the approaches to disability leave in the sector.

Employers note the trade unions have raised concerns over institutions' approaches to pay equality and pay systems for professors and other senior staff and that these matters are dealt with at institutional level.

Employers endorse the principle of paying staff within equality proofed arrangements.

#### **4. JOINT WORK ALREADY COMMITTED**

The employers are already committed to joint work initiatives covering training and development and pay data.

**SINGLE PAY SPINE FOR HE ACADEMIC AND SUPPORT STAFF 2012/2013**

Spine Point	Salary from 1 August 2011 (£)	Salary from 1 August 2012 (£)
1	13353	13486
2	13702	13839
3	14061	14202
4	14376	14520
5	14758	14905
6	15151	15303
7	15503	15658
8	15932	16091
9	16376	16540
10	16846	17014
11	17329	17503
12	17827	18005
13	18340	18523
14	18868	19056
15	19411	19606
16	19972	20172
17	20559	20764
18	21171	21383
19	21802	22020
20	22475	22700
21	23121	23352
22	23811	24049
23	24520	24766
24	25251	25504
25	26004	26264
26	26779	27047
27	27578	27854
28	28401	28685
29	29249	29541
30	30122	30424
31	31020	31331
32	31948	32267
33	32901	33230
34	33884	34223
35	34895	35244
36	35938	36298
37	37012	37382
38	38140	38522
39	39257	39649
40	40430	40834
41	41639	42055
42	42883	43312
43	44166	44607
44	45486	45941
45	46846	47314
46	48246	48729
47	49689	50186
48	51175	51687
49	52706	53233
50	54283	54826
51	55908	56467