

From: Raj Jethwa
Sent: 10 July 2020
To: Levin, Ruth, UNISON, Paul Bridge, UCU
Subject: Clarification of final offer on pay

Dear Ruth and Paul,

Further to my letter of 8 July, I would like to clarify the following key points:

The letter outlined the employers' final offer on pay, which is that there would be no uplift to the value of the New JNCHES pay spine points in 2020-21. This is due to the severe risks to the sector's financial position resulting from Covid-19, as described in the Employers' Statement. Our final position for this year is that our participating HEIs cannot offer an uplift in pay points for the 2020-21 year. We need to provide this certainty to the 145 participating HEIs as soon as possible, for the entirety of the 2020-21 academic year. Therefore, there will be no possibility of re-opening negotiations later in the year. I hope this clarifies this issue.

As outlined in my letter, UCEA remains committed to national bargaining through New JNCHES and would expect that this will resume for 2021-22.

I would also like to reconfirm our commitment to holding an Autumn meeting of New JNCHES, at which the primary purpose will be to review the sector's financial position. If the out-turn, in particular the recruitment figures, for the 2020-21 academic year is not as bad as is currently being modelled, it may be that we are able to begin the 2021-22 New JNCHES round earlier than usual, taking into account the actual financial position of the sector and an understanding from our employer members of what degrees of flexibility this then introduces.

We also propose a joint quick New JNCHES task and finish group to review and make recommendations on how HEIs can keep in step with the National Living Wage in 2020-21 in the context of the offer of no uplift to the value of the New JNCHES pay spine points in 2020-21.

Finally, with regard to the other elements of your joint claim, we offered in the meeting of 7 July to hold further New JNCHES meetings to discuss these items. We will look to organise these shortly, to take place before the Autumn New JNCHES meeting. Prior to these meetings we believe it would be helpful to understand the starting point for these discussions, which will necessarily depend on what agreement has been reached on these issues as part of the 2019-20 round.

Best wishes,

Raj

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