

# New Joint Negotiating Committee for Higher Education Staff

## 2019-20 pay outcome

### PAY ELEMENTS

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

- 1.1 An offer of base pay uplifts to the New JNCHES pay spine points, from 1 August 2019, on points 2 to 16 as set out below. Points 17 and above to increase by 1.8%.

	Salary from 1 August 2018 (£)	Salary from 1 August 2019 (£)	% increase
2*	15,842	16,420	3.65%
3	16,146	16,736	3.65%
4	16,460	17,046	3.56%
5	16,766	17,361	3.55%
6	17,079	17,682	3.53%
7	17,408	18,009	3.45%
8	17,751	18,342	3.33%
9	18,189	18,709	2.86%
10	18,688	19,133	2.38%
11	19,202	19,612	2.14%
12	19,730	20,130	2.03%
13	20,275	20,675	1.97%
14	20,836	21,236	1.92%
15	21,414	21,814	1.87%
16	22,017	22,417	1.82%
17	22,659	23,067	1.80%
18	23,334	23,754	1.80%
19	24,029	24,461	1.80%
20	24,771	25,217	1.80%

Note: Percentage increases are rounded to two decimal points.

- 1.2 Spine point 2 will be deleted<sup>1\*</sup>.

<sup>1</sup> \*HEIs that use point 2 may require time to adjust salary scales to accommodate the deletion of point 2. This should be achieved no later than 1 April 2020. HE trade unions will engage in positive discussions with employers where adjustments to institutional grading structures are required.

- 1.3 On London Weighting, the employers make a recommendation that those post-92 institutions that retain a separate London Weighting allowance would increase this by the same amount as the 1.8% uplift.
- 1.4 Employers who have participated in the pay round have done so with the intention of implementing the pay outcome. However, where there are extenuating circumstances, an institution may decide to defer or delay implementation of the increases for up to 11 months from the date when the award would have been due. It would be doing so on the grounds that this was determined to be in the wider interests of the institution's sustainability or due to immediate cashflow issues and would be done following discussion of the reasons with the institution's recognised trade union(s).

*This outcome has not been agreed by the five trade unions.*

8 August 2019