

What the collective of JNCHES employers are proposing

How universities are progressing

Why trade unions need to consult their members

The proposals on the table from UCEA offer a genuine commitment on behalf of university employers seeking to conclude the dispute over last year's pay round. UCEA and all of the universities in the collective JNCHES arrangements, whether they face strike action or otherwise, hope and expect that the trade unions will urgently consult their members on all that is on the table.

Background/Context:

UCEA represents 147 universities in the 'New JNCHES' pay negotiating arrangements for 2019-20. These collective national negotiations began back in March 2019 seeking to reach an agreed outcome on the baseline pay uplifts to apply from August 2019.

The trade unions did not feel able to reach an agreement with UCEA, as the representative of the 147 employers, so from August 2019 we have implemented the final pay offer that was made.

What are the employers proposing?

On pay: all our colleagues covered by these pay negotiating arrangements have already received an above CPIH pay increase or more. The increases ranged from 3.65% for the lower points to 1.8% (CPIH was 1.7% last August; it is now 1.4%).

On other matters: UCU focuses on three 'conditions' or 'equality' issues in its dispute alongside the pay outcome. UCEA has received the full support from all employers in its discussions with UCU to explore what more could be offered on these important matters.

A [modified offer with positive proposals](#) to resolve the 2019-20 dispute was presented to trade unions on 27 January 2020.

It is a real disappointment that such extensive proposals have been developed in discussion with UCU negotiators and UCU's HE Committee does not intend to consult UCU members about their wishes.

The document presents extensive **sector level actions and institutional level expectations** that focus on the three important areas of employment that have featured in UCU's dispute: **contractual arrangements, workload and mental health, gender pay gap and ethnicity pay.**

What happens in individual HEIs?

All universities will honour the commitments and expectations set out, to build on their work already in place addressing the issues in their own distinct contexts. All universities wish to do this very much in partnership with their colleagues and trade unions.

Universities are fully committed to their responsibilities as autonomous employers to work with colleagues to develop specific solutions addressing their issues of greatest concern.

All universities are committed to being a place where their people are valued, treated fairly and with respect and they hope that the substantial commitments on the table can bring a conclusion of the 2019-20 JNCHES round and enable constructive engagement to begin in the 2020-21 pay negotiating round, due to commence next month.