

New JNCHES negotiating round 2017-18:

Detail of the final offer made by the employers at the negotiating meeting on 27 April

At the third and final negotiating meeting, held on 27 April 2017, the employers made the following final offer and response on all elements of the joint trade union claim:

1. Pay elements

- 1.1 An offer of a base pay uplift of 1.7% on the New JNCHES pay spine points from 1 August 2017.
- 1.2 In responding to the trade union request to address increases towards the lower paid, there would be an increase of 2.4% on point 2 (which would equate to an hourly rate of £8.45 based on a 35 hour week). Such loading would mean higher (above 1.7%) increases up to point 16 on the pay spine, as follows:

Spine Point	% increase
2	2.43%
3	2.37%
4	2.33%
5	2.29%
6	2.24%
7	2.19%
8	2.15%
9	2.10%
10	2.04%
11	1.98%
12	1.93%
13	1.87%
14	1.82%
15	1.77%
16	1.72%
17 and above	1.70%

Figures rounded to 2 decimal places

- 1.3 On London Weighting, the employers would make a recommendation that those post-92 institutions that retained a separate London Weighting allowance would increase this by the same amount as the 1.7% base uplift.
- 1.4 On External Examiners' fees, the employers confirmed that there was no precedent or mandate for this matter to be discussed at New JNCHES.
- 1.5 The employers and the trade unions had previously noted at the second negotiating meeting that the parties would not be taking forward any discussion of a potential two-year deal.

2. Other elements

- 2.1 On measures to close the gender pay gap:
The employers would include in the settlement a joint statement outlining the parties' shared aspiration to see the gender pay gap closing and to encourage action planning in

institutions. The employers would also note that HE institutions are active in consideration of gender pay gaps and the actions they can take to address these.

The employers are keen to explore joint work on a survey of HEIs on gender pay gap action planning across the institution. The survey would be intended to establish where action planning is taking place as well as how HEIs are going about this.

In order to inform about the level of involvement of staff representatives in such work, the employers suggest that the unions would undertake a parallel survey of their branches on branch level involvement in action planning to close the gender pay gap.

The employers propose that discussion is taken forward, involving additionally the Equality Challenge Unit, to examine ways that this joint work could examine intersectionality with other protected characteristics.

2.2 On casual employment:

The employers remind the unions of the substantial work currently in train on this topic. The parties submitted last autumn joint proposals to HESA, as a result of work from the 2015-16 settlement, for new markers in the HESA staff record; following HESA's sector consultation concluded this month we are optimistic that the new markers requested will proceed. This will therefore mean substantial work within HEIs to gather and incorporate for the 2017-18 Staff Collection three additional components of data: hourly-paid arrangements, zero hours contracts and apprenticeships.

The parties to New JNCHES have also recently commenced a new significant piece of joint work, as a result of the 2016-17 settlement, with two proposed strands of research: one looking at variable hours working and one at support available to staff on fixed-term contracts delivering teaching. The group is planning for this work to conclude in the early Autumn.

Whilst we await the outcomes of these joint working projects, the parties make a firm commitment to a joint meeting of New JNCHES in October 2017, as provided for in the New JNCHES Agreement, at which they can review the outputs from these projects and consider what further work could be helpful.

2.3 On workloads, working hours and stress:

Approaches to workload management and stress auditing are matters for individual institutions and the employers are aware of a great deal of activity under way in institutions, much of it being taken forward in discussion with campus unions. Workloads, working hours and stress are serious issues but are not matters for New JNCHES and UCEA has no mandate to set expectations for the ways in which HE employers conduct workload or stress management. Moreover, HEIs have well-established health and safety procedures and are aware of their responsibilities in terms of risk assessments.

It is noted that the issue has been raised by UCU at the last meeting of the Higher Education Safety and Health (HESH) Forum, held in November and the parties to the HESH Forum had noted the interest in a variety of tools and resources available to support stress auditing.

Whilst HESH is not a sub-committee of New JNCHES, the parties acknowledge the positive contribution that the forum can make, and can encourage their representatives on HESH to continue to discuss these issues, with an appropriate focus on health and safety.

2.4 On a Scottish sub-committee of New JNCHES:

The employers explained that their position on the inappropriateness of the desired trade union dialogue on Scottish matters at New JNCHES remains unchanged from last year, as the topics presented are either not matters for New JNCHES or are in fact being discussed at the main committee. The employers explained that this was not to deny the provision in the

New JNCHES Agreement for the parties to both agree to a sub-committee were it deemed by them to be appropriate.

There is now an arrangement for trade union dialogue at sector level that is available in Scotland through the Convenor of Universities Scotland, with its first meeting having been held in September 2016. Universities Scotland have given their commitment to regular dialogue with the Scottish Trade Union Congress (STUC) and the HE trade unions on policy, legislative and financial issues facing Scottish HE institutions. A [paper](#) was shared with the unions on this arrangement following the second negotiating meeting. The parties are in the process of arranging their next meeting. The employers would be very interested to receive a report from the trade unions, at the October New JNCHES meeting, on the dialogue that takes place in Scotland.