



## **Joint Higher Education Trade Union Pay Claim**

**2017/18**

**Submitted on 22 March 2017**

The Higher Education trade unions submit the following national claim for 2017/18:

- An increase to all spine points on the 51 (50) point national pay scale of RPI plus £1,200 or RPI plus 3% whichever is greater.
- £10 per hour minimum wage with all HEIs to become foundation living wage employers ensuring all campus staff are paid at least the foundation living wage rate.
- An increase in the London weighting allowance to a minimum of £4,000.
- Nationally agreed minimum rates of pay for external examiners.
- Nationally agreed framework for action to close the gender pay gap by 2020.
- Nationally-agreed framework for action to reduce the proportion of staff in precarious employment including casual and zero hour contracts, agency staff and self-employment through moving staff onto pro-rata contracts to ensure that pay reflects the rate-for-the-job of permanent staff, and that all hours worked are paid for.
- Nationally-agreed framework to tackle excessive workloads by carrying out suitable and sufficient workload risk assessments, to identify and implement measures to control risks associated with unreasonable working hours and workload intensification, and to produce and implement New JNCHES recommendations and guidance.
- To establish the Scottish Sub-Committee of New JNCHES as set out under the New JNCHES Agreement. The main purpose of the sub-committee would be to deal with matters not currently being dealt with at the New JNCHES Committee.
- The joint unions would consider a two year pay offer that contains reference to both RPI – ‘keep up’ - and a ‘catch up’ element on the same basis as this year’s claim.

This year's joint higher education national pay claim is aimed at ensuring that everyone working in higher education, whatever their role, has a fair and decent pay uplift, improving their working lives. The unions believe that agreement on this claim would deliver improvements in staff morale and equalities that universities urgently need to tackle.

This claim has the support of the five trade unions and is designed to set out a framework for positive dialogue on ways in which a number of employment related matters can be addressed. This one claim has a number of elements addressing pay as well as a number of serious institutional and sector issues. The unions believe that by jointly progressing our claim, benefits will be delivered to our members' working lives and as well as to the institutions.

Universities for a long time have relied on the goodwill of employees to work excessive hours and take on more work without increases in their pay. The joint unions are now challenging universities to address pay that has significantly fallen behind inflation, to address the problem of excessive workloads and hours of work, the gender pay gap, precarious working practices and the growing divergence between nations.

The joint trade unions would be interested to receive an offer from the employers for a two year pay settlement. We believe that there would be merit in individuals and institutions having a degree of certainty around financial and workforce planning at a time when much else is uncertain.

## **Background**

The higher education sector, as much of UK economy and industry, is facing a period of uncertainty due to a number of factors, in particular the commitment by the government to take the UK out of the Europe Union over the next two years. This is acknowledged by the joint trade unions and this claim is submitted to seek to reach agreement with the employers on a pay settlement for the coming year – and possibly for the following year too.

Whilst a recent survey of higher education directors of finance, reported in Times Higher Education showed that the many were gloomy about HE finance the article reported that universities are not in a financially desperate situation as their spending and investment plans show:

"Sixty-two per cent said they were planning to increase capital expenditure. Additionally, almost 70 per cent of respondents said the outcome of the European Union referendum had not altered their current investment plans."

It is clear that universities are able to invest in *both* estates and workforce as part of their investment strategy.

The 1.1% pay uplift for the majority of HE staff in 2016/17 left many staff despondent as they saw a return to a sub-inflationary increase. This is against a backdrop of staff reporting ever increasing workloads, working hours and increased work-related stress whilst, for many, the number of colleagues has been reduced due to redundancies or vacancies not being filled.

The continued erosion of the value of take home pay in recent years is felt across all grades of staff in higher education covered by the national pay spine.

The joint unions are making clear that this year members' pay needs to increase by both a 'keep up' and 'catch up' amount. The claim has two key elements for the majority on the 51 (50) point pay spine – both RPI ('keep up') and an additional amount that will help

employees' pay recover toward pre-2009 levels. The joint unions believe that the 'catch up' element of either £1,200 or 3%, whichever is greater, is reasonable in seeking to, in small part, eliminate the losses in pay due to sub-inflationary increases over the past seven years.

In 2014/15 UK universities reported a record surplus of £1.85 billion and in 2015/16 this increased to £2.34 billion.

Whilst the financial accounting and reporting regulations for HE have changed this year, the sector has still achieved significant surpluses. Comparing the restated accounts for 2014/15 and 2015/16 shows that HEIs have achieved a higher level of surpluses this year when compared with previous years.

New JNCHES negotiations can and should result in decent pay increases and not the real terms declines seen in recent years. The trade union side want national bargaining to work and be effective. However, for the bargaining process to work it needs to result in outcomes that recognise the real value of the contribution of staff. A pay offer that does not deliver this message raises concerns about the effectiveness of the JNCHES process.

This year the unions are focusing on two significant equality matters: the unacceptable gender pay gap in HE, and the scale of precarious and casual employment such as the extensive use of zero hours contracts, agency and self-employed staff by moving them onto pro-rata contracts. The trade unions are, again, seeking agreement to establish a JNCHES Scottish sub- committee. The unions are calling on universities to manage and reduce employees' excessive workloads and working hours. The unions are again seeking an outcome that will address pay inconsistencies in regard to external examiners' pay.

The trade unions genuinely want to secure an uplift in members' pay and employment that they will be able to recommend to members to enable an agreement to be reached for the next twelve, and possibly twenty four, months.

## **Pay**

The trade unions are seeking a positive response from the employers to our claim at the first JNCHES meeting on 30 March. We are seeking an increase to the pay spine that addresses the following issues for 2017/18:

The value of members' pay has declined and continues to fall. Since 2009, the cumulative loss to pay (compared to rises in RPI) is over 16%.

If inflation increases as predicted by the economists advising the Treasury, then by the end of this year the total real terms decline in pay since 2009/10 will be 19.5%.

It is the trade union side's view that these and future negotiations should start from the basis that existing salaries will at least be increased by RPI inflation as the opening position.

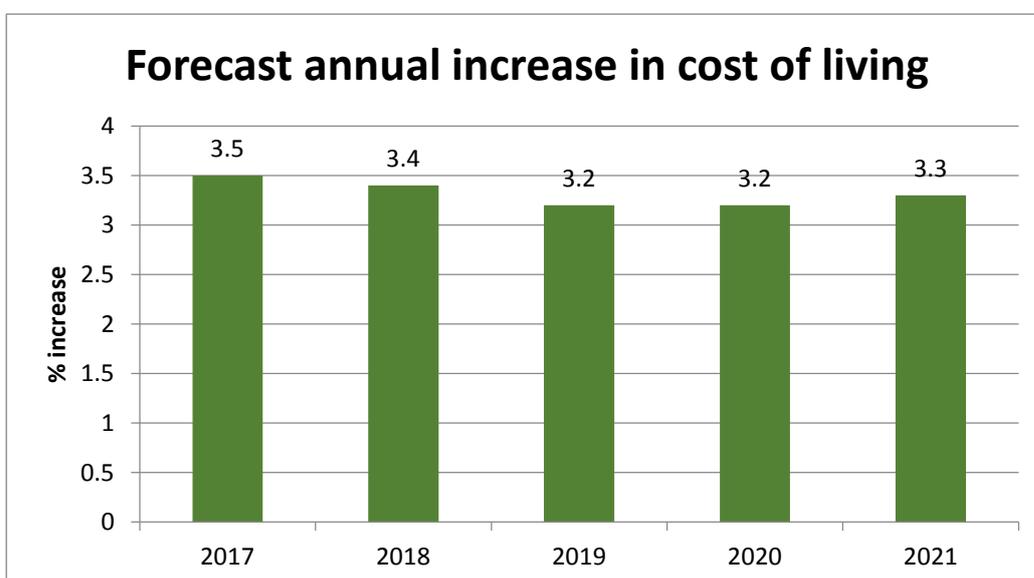
## HE pay settlements vs. RPI

Seven year time series from 2009 baseline (2009-2016)

Year	RPI annual change %	Indexed % change	Pay settlement %	Indexed % change
2009	Baseline	100	Baseline	100
2010	4.6	104.6	0.4	100.4
2011	5.2	110.0	0.3	100.7
2012	3.2	113.6	1	101.7
2013	3.0	117.0	1	102.7
2014	2.4	119.8	2	104.8
2015	1.0	121.0	1	105.8
2016	1.8	123.1	1.1	107.0

## Inflation

The most recent RPI figure, for February 2017 and published in March 2017 is 3.2%. It is forecast that RPI will rise by 3.6% over 2017 and by 3.4% in 2018.<sup>1</sup> RPI is then expected to remain in excess of 3% every year until 2021, in line with graph below. The OBR anticipates that RPI will peak at over 4% during 2017<sup>2</sup>.



Over the last year, some costs have shown particularly sharp increases, most notably:

<sup>1</sup> HM Treasury, Forecasts for the UK economy: a comparison of independent forecasts (March 2017)

<sup>2</sup> <http://cdn.budgetresponsibility.org.uk/March2017EFO-231.pdf>

- The price of housing also remains one of the biggest issues facing employees and their families. Across the UK, house prices rose by 6.2% in the year to January 2017, taking the average house price to £218,000<sup>3</sup>;
- Private rental prices paid by tenants in Great Britain rose by 2.2% in the 12 months to January 2017, in parts of southern England rents rose by as much as 3.3%. In the previous year they rose by more than 2.2% (in the first quarter by 2.6%) showing that the previous wage increase was significantly below rental increases<sup>4</sup>.
- Travel costs through bus and coach fares jumped 15.9%, while petrol and oil prices rose by 19.4%.
- Childcare costs represent a key area of expenditure for many staff (UNISON surveys have consistently found that around a third of staff have child caring responsibilities). Therefore, it is worth noting that the annual Family & Childcare Trust survey<sup>5</sup> for 2016 found that the cost of a part-time nursery place for a child under two has been growing by an average annual rate of 5.3% since 2010 and it now costs £6,072 per year to place a child in nursery care for 25 hours a week.

In addition, current inflation rates can mask longer term changes in the cost of living that have taken place since 2010. For instance, food price inflation has increased significantly in recent months due to increased import costs resulting from the declining value of the pound. These recent sharp increases in food costs are in addition to the long-term rises between 2010 and 2016 shown in the table below.

Item	% price rise 2010 - 2016	Item	% price rise 2010 - 2016	Item	% price rise 2010 - 2016
Food	11%	Bus and coach fares	26%	Electricity	28%
Rail fares	24%	Water	19%	Gas	24%

### **Loss in value of pay**

The loss in value of pay has resulted in HE staff having less disposable income and facing increasing financial difficulties. In 2016 83% of union members told us that their pay had not kept up with the increasing costs of living.

Take-home pay for staff in the sector has been further reduced over the past couple of years by increases in some members' pension contributions and last year's increase in national insurance contributions for those who are in contracted out schemes.

<sup>3</sup> Office for National Statistics, House Price Index Summary March 2017

<sup>4</sup> Office for National Statistics, Index of private housing rental prices (IPHRP) [www.ons.gov.uk/economy/inflationandpriceindices/bulletins/indexofprivatehousingrentalprices/jan2017#english-regions-rental-prices-in-south-and-east-rise-faster-than-in-north](http://www.ons.gov.uk/economy/inflationandpriceindices/bulletins/indexofprivatehousingrentalprices/jan2017#english-regions-rental-prices-in-south-and-east-rise-faster-than-in-north)

<sup>5</sup> Family & Childcare Trust, Childcare Costs Survey 2016

### **Cumulative shortfall across pay scales**

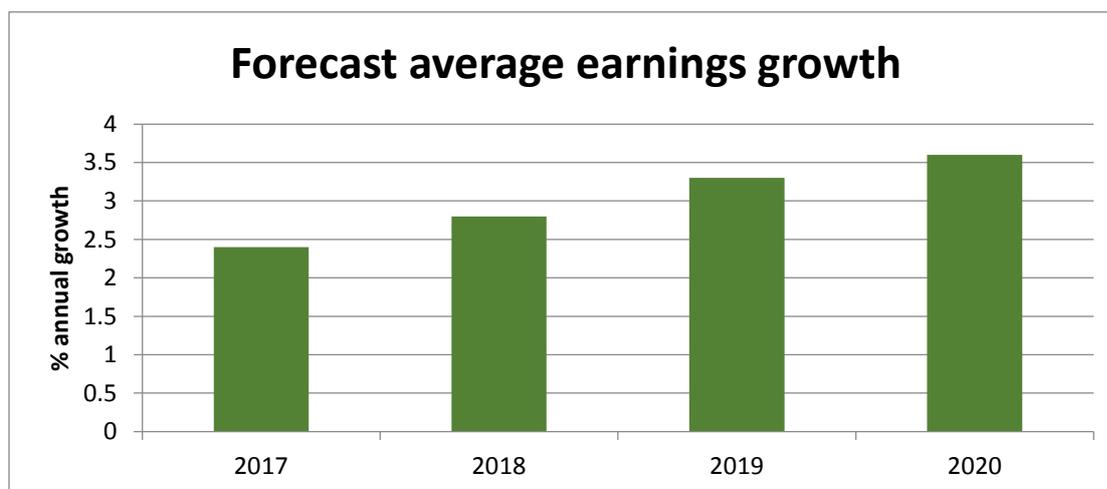
Fall in real value of pay August 2009 - August 2016

HE spine point	Fall in real value of annual pay 2009/10 - 2016/17	Fall in real value of monthly pay 2009/10 - 2016/17
	£	£
22	3,723	310
29	4,616	385
30	4,760	397
35	5,543	462
36	5,715	476
43	7,065	589
49	8,467	706

### **Latest settlement data**

Average private sector settlements across the economy over the year to February 2017 were 2% and private sector settlements are expected to continue at that rate through to August<sup>6</sup>.

Forecasts of average earnings across the economy predict that growth will average 2.4% in 2017, before escalating every year to reach 3.6% by 2020 following the pattern shown below<sup>7</sup>.



<sup>6</sup> XpertHR, Forecasts for Pay Awards, November 2016,

<sup>7</sup> Office for Budgetary Responsibility, Economic and Fiscal Outlook, November 2016

## **Living Wage and Low Pay**

Low pay in higher education remains a serious concern. The results of UNISON's FOI in January 2017, shows that despite the increase applied to the bottom spinal column points by the 2016/17 pay award, a large number of higher education institutions fail to pay the Living Wage/ London Living Wage to some groups of staff, often as a result of having a working week above 35 hours. Indeed, seventy three (51%) HEIs were paying staff below the foundation living wage rates at the time of the FOI. Additionally, seven paid below the new 'national living wage' and seven HEIs use the national living wage as their minimum pay point. Many of the lowest paid workers on campus, working full-time, do not have a decent standard of living because they are earning less than the Living Wage Foundation rates of £8.45 per hour / London Living Wage £9.75 per hour. The Living Wage Foundation rates applied as a minimum salary point across higher education would lift working people out of poverty and have a direct impact on social mobility and life choices for those working in higher education.

The trade unions' claim is for a minimum wage of £10 per hour in the higher education sector. Universities should be providing employment that is secure and well-paid ensuring that staff are not driven to take second or third jobs to make ends meet. The unions are, looking to the sector to commit to a pay spine that ensures that the lowest paid do not fall behind the rest of society and to ensure that as society becomes more prosperous workers in HE are able to keep up.

In addition to increasing the rates of pay to a minimum of £10 per hour the unions are calling for all universities to become accredited living wage employers. Universities now compete in a labour market where the Living Wage Foundation rates have become an increasingly common minimum point in the pay scale. Becoming a living wage accredited employer will ensure that, over time, all contractors providing services on campus (including cleaning, catering, security) will pay the living wage to their workers.

There are now approaching 3,000 employers accredited as living wage employers by the Living Wage Foundation, including national/international companies such as Nationwide, KPMG, Nestles, National Express, many charitable and voluntary organisations, schools, universities and colleges and health employers.

These employers see the benefit of Living Wage accreditation both to their business and their brand reputation. All HEI's in Scotland pay the Living Wage, and this is seen as the decent way to treat their staff. The unions believe it is affordable for all universities across the UK to acknowledge the Living Wage Foundation rates across the sector for both directly employed and contracted staff. Where the Living Wage Foundation rate is paid employers report reduced levels of staff absence, turnover and improved customer service – all vital to improving higher education. Leading by example encourages other employers to follow suit, multiplying the reduction of both poverty and welfare costs and enhances universities as key employers within communities.

A final pay settlement should reflect a level of decency and fairness for all of those working on campus, and move to ensure a minimum sector wage of £10 per hour with at least foundation living wage rates for anyone working on campus.

## **London weighting**

The trade unions are calling for an increase in the minimum London allowances to £4000. This could be phased in.

## **Continuous rise of VC, principal and senior pay**

The unions remain concerned about the high levels of remuneration, lack of transparency and oversight that continues to shape the context of senior pay awards in the sector. University vice-chancellors received an average remuneration package of £277,834 in the last academic year – 6.5 times the average pay of their staff – and one third of HEIs pay their VC more than £300,000, with 7.5% paying their VC more than £400,000, according to a UCU freedom of information request. Twenty four universities increased their VC's pay by more than 10% at the same time as staff on the 51 (50) point pay scale received a 1.1% pay rise. Overall VC pay increased by 2% - almost double the percentage that other HE staff received and within the Russell group VC pay increased by 5.9%<sup>8</sup>.

The latest UCU FoI data shows a continuation in the high numbers of HE staff earning more than £100,000 p/a. Twenty two universities had more than 100 staff earning over £100,000 totalling 4,719<sup>9</sup>. A total of 5,795 earned more than £100,000 in 2014/15 and this rose to 7,388 in 2015/16.

## **Affordability**

The HESA statistics released in March 2017 show the income and expenditure data for HEIs on the basis of the new Financial Reporting Standards making comparison with previous years harder. However, the data shows the 2014/15 finances on a restated basis to enable some comparison with 2015/16 income and expenditure to take place. This shows that in 2015/16, on the restated basis, income rose by £1,221 million. On the restated basis the surpluses rose from £474 million in 2014/15 to £2,058 million continuing the upward trend of surplus accumulation and financial health of the higher education sector. It is clear from university expenditure that the proportion spent on staff continues to decline and was 54.6% from 2015/16<sup>10</sup>.

The unions present the chart below based on the previous FRS regime as it shows the continuing trend of a decreasing overall expenditure on staffing as proportion of university expenditure whilst income and surpluses continue to rise.

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<sup>8</sup> <https://www.timeshighereducation.com/news/salary-increases-russell-group-v-cs-beat-staff-pay-rises-again>

<sup>9</sup> [https://www.ucu.org.uk/media/8499/Transparency-at-the-top-The-third-report-of-senior-pay-and-perks-in-UK-universities-Feb-17/pdf/UCU\\_transparencyatthetop2017.pdf](https://www.ucu.org.uk/media/8499/Transparency-at-the-top-The-third-report-of-senior-pay-and-perks-in-UK-universities-Feb-17/pdf/UCU_transparencyatthetop2017.pdf)

<sup>10</sup> <https://www.hesa.ac.uk/news/02-03-2017/income-and-expenditure>

<b>Total for all UK HEIs</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>6 year % change</b>
Total Staff costs as a % of Total expenditure	56.60%	56.20%	55.50%	55.20%	55.40%	54.90%	54.60%	-3.66%
Total Capital expenditure	£3.61 billion	£3.73 billion	£2.79 billion	£3.11 billion	£3.90 billion	£4.28 billion	£4.58 billion	26.87%
Total Income	£26.80 billion	£27.56 billion	£27.92 billion	£29.14 billion	£30.74 billion	£33.20 billion	£34.74 billion	29.63%
Surplus/Deficit for the Year	£0.82 billion	£1.20 billion	£1.11 billion	£1.08 billion	£1.18 billion	£1.58 billion	£ 2.34 billion	185.37%
Total reserves	£12.33 billion	£14.64 billion	£14.75 billion	£17.90 billion	£19.44 billion	£21.24 billion	£40.48 billion	72.30%

## Income

The most recent AUDE report headlines “UK university income grows by £2bn in one year, reaching a record £30bn” highlighting the financial health of the sector<sup>11</sup>.

- Income from tuition fees is up by over 8% an extra £1.269 billion a year compared to 2014/15
- Total income is up 3.6% compared to 2014/15

## Staff costs and expenditure

- Staff costs as a % of expenditure is down to 54.6%, a further reduction from 54.9% in 2014/15 and a reduction of 3.6% since 2009.
- Capital expenditure is in excess of £4.58bn, a growth of 7.0% on last year

<sup>11</sup> <https://www.aude.ac.uk/about-us/ems-report/>

## **External Examiners**

**The trade unions are seeking positive proposals from the employers to develop a nationally-agreed system of remuneration of external examiners.**

Over many years the sector has relied on the extensive good will, commitment and professionalism of academic staff to maintain the highest possible standards, reputation and quality in the marking and assessment regime; external examiners are integral to the entire process. The wide ranging remuneration arrangements for external examiners lack transparency, consistency and a clear linkage to the single pay spine. The trade unions claim is for new JNCHES to undertake joint work to establish what remuneration practices and arrangements are in place within UK higher education, to consider how best to develop minimum rates of pay based on the single pay spine, and make joint recommendations for implementation within the sector.

## **Gender Pay Gap**

**Nationally-agreed action for institutions to close the gender pay gap by 2020 by taking the following steps:**

The joint unions are calling on UCEA and individual universities to close the gender pay gap by 2020. Every year the official data pay data in UK higher education shows continuing, shameful and persistent pay inequality. UK universities promote the values of equality, yet it is nearly 50 years after the Equal Pay Act the sector still has huge gaps in the pay of men and women. Whilst the gender pay gap in higher education may have reduced, there is still a significant problem that needs to be addressed with an overall median sector pay gap of 13.1% and a mean sector gap of 14.1%. Progress to eliminate the gap remains too slow, it will take until at least 2050 to close the gender pay gap.

For a second year the joint unions are calling for clear and decisive steps to be taken by the national employers in overseeing action planning by universities to finally tackle the gender pay gap. The action taken by a small minority of universities shows that it is possible to eliminate the gender pay gap should the will be there. Over past few years joint union/employer work has established best practice, case studies and benchmarking. The time has now come for universities to agree clear action plans with the unions to ensure that this problem is addressed and eliminated in a systematic and strategic way.

In 2016 the median and mean salaries for all staff in HE were reported by ASHE<sup>12</sup> showing that male salaries continue to rise more quickly than women's in HE:

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<sup>12</sup>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/industry4digitsic2007asetable16>

	Median	% change	Mean	% change
All staff	31,280	1.4	33,263	1.3
Male	35,962	3.6	38,012	2.2
Female	26,976	0.8	28,683	0.9

Working proactively to eliminate the gender pay gap makes business sense, makes moral sense and shows staff that the sector is committed to tackling this entrenched discrimination.

### **Higher Education (HESA 2014/15 data)**

- The gender pay gap across HE equates to a shortfall of £6,269 (median) and £6,084 (mean) per year for each female academic working in HE. In total, this difference in average pay is a gender pay gap of £543 million (mean) or £559 million (median) per year. The total salary spend on female academics is £1.5 billion less than it is for male academics
- At 157 HEIs women are paid less than men, on average, and at only 7 HEIs are women paid equal to or more than men
- The gap is larger at the so-called 'elite' Russell Group institutions (15.7%)
- While over half of all academics are women, only 23% of Professors are women. It is clear that women are not being promoted to the top academic posts.
- The mean gender pay gap for academic related, professional staff is smaller than for academics, and stands at 3.1%

### **The joint unions are seeking:**

- A sectoral commitment to close the gender pay gap by 2020.
- A requirement for all HEIs to produce a joint management/TU action plan by September 2017 with the purpose of closing local gaps in gender pay by 2020
- agreement to establish a sub-committee with the purpose of monitoring the gender pay gap in HEIs year on year to meet with new legislative requirements
- The sub-committee to monitor action plans from HEIs to address gender pay gap

### **Casual, zero hours, agency workers**

**Nationally-agreed framework for action for institutions to reduce the proportion of staff in precarious employment including casual and zero hour contracts, agency staff usage and to ensure that pay reflects the rate-for-the-job of permanent staff.**

UK Universities are, in many cases, one of the key employers within a community and as such provide education, employment and income helping to sustain and build the local economy. The concerning continued prevalence of a wide range of precarious working

practices affect the lives of employees, their ability to deliver a world class education and the potential reputational damage that goes along-side such practices.

The data from the hourly paid and casual staff working group indicates that the use of insecure casual contracts for academic and support staff is wide-spread.

The real extent of universities' dependence on precarious and insecure contracts is opaque, a situation that possibly suits the sector.

However, UCU analysis suggests that Universities have built an army of precariously employed labour:

- 53% of all academics working in the sector are employed on some form of insecure contract, with a higher proportion in the elite universities.
- 69,000 academics are employed on fixed-term contracts and 75,000 academics are employed on 'atypical' contracts with the vast majority on the lowest contractual levels.
- A growing number of universities are refusing to disclose their use of atypical contracts for academic staff or using subsidiary companies or agencies to move precarious employment 'off balance sheet'

A disturbing number of universities of all kinds are making use of highly precarious 'casual worker' arrangements for teaching staff, denying their teachers access to important employment rights.

UNISON data indicates that many universities are spending millions of pounds on agency labour rather than employing staff on contracts and creating stable work. In 2016 the sector had significant numbers of agency staff working in universities, costing the sector nearly £182 million pounds.

The unions are calling for the following steps to be taken to address this ongoing and serious problem:

- Agreement to establish a joint JNCHES group to monitor HEI usage of fractional, agency, fixed-term, temporary, casual workers year on year
- A requirement for all HEIs to conduct a joint review of their use of insecure contracts and create an agreed local action plan to reduce precarious employment by October 2017
- A requirement for HEIs to submit the agreed action plans to reduce precarious employment to the joint group, which will monitor the action plans and report regularly on progress
- Agreement to review the experience across the nations – bearing in mind that Scotland's fair work convention obliges employers to consider job security in employment. Such a UK-wide approach would spread best practice.

## **Workloads**

**Nationally-agreed framework to carry out suitable and sufficient workload risk assessments to identify and implement measures to control risks associated with unreasonable working hours and workload intensification, and to produce and implement New JNCHES recommendations and guidance.**

A UNISON survey of higher education staff in 2016 worryingly found that 69% of HE staff were very concerned, or concerned about workload with fewer than 10% having no workload concerns. The cost of sickness absence due to stress, and consequently depression, may have been triggered by workload mismanagement is significant.

The 2016 UCU workload survey found that for the majority of academic staff workload is unmanageable and unsustainable. The five key findings were:

- Staff in HE are working an average of more than two days unpaid every week
- Workload is unmanageable and unsustainable for the majority of academic staff
- Staff are taking on more responsibility and administration
- Student expectations have increased
- Professional and career development is suffering as a result of increasing workload

The joint unions are calling for excessive workloads to be tackled in a committed and strategic way by taking the following actions:

- HESH, as the national sectoral body overseeing health and safety concerns, to be tasked with a time bound project to produce guidance and model action plans to help universities eliminate excessive workloads, working hours and stress.
- Using existing health and safety tools universities should work jointly with campus unions to audit workloads amongst all staffing groups. This approach should incorporate the HSE Stress Management Standards<sup>13</sup> by using the Stress Audit tool to survey the workforce and specific Stress Risk assessments should take place where problems within departments or services are identified.
- Universities should write and publish an action plan, agreed with the campus unions, that seeks to address and properly manage excessive workloads giving employees clear support if they are experiencing stress at work.

### **Scottish JNCHEs**

The New JNCHEs Agreement expressly acknowledges the reality of the establishment of devolved HE sectors for the devolved administrations within the UK, and that a sub-committee of the NEW JNCHEs Committee may be formed to look at HE issues for any of the devolved administrations. There is clear evidence that there are some diverging trends and structures emerging with Scotland relative to the rest of the UK. For this reason, the trade union seek the activation of the Scottish New JNCHEs Sub-Committee to look at Scottish issues.

Over the past year, the importance of having a Scottish sub-committee has become more pronounced. The ways in which Brexit will affect Scottish universities may be different from HEIs in England given the different funding and tuition fee regimes. The Higher Education Governance (Sc) Act 2016 is being gradually implemented, with dialogue taking place on

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<sup>13</sup> <http://www.hse.gov.uk/stress/standards/downloads.htm>

this and other key sectoral employment issues in Scotland already taking place out with New JNCHES.

**The trade unions claim is to establish the Scottish Sub-Committee of New JNCHES as set out under the New JNCHES Agreement. The main purpose of the sub-committee would be to deal with matters not currently being dealt with at the New JNCHES Committee.**

### Two years

The joint unions would consider a two year pay offer that contains reference to both RPI – ‘keep up’ - and a ‘catch up’ element and would be interested to discuss this with UCEA. The unions believe that a medium-term approach to pay at this time would give staff and universities some ability to plan in terms of finance and workforce for the coming two years.

### Conclusion

Based on all of the data presented above, it is clear that HEI’s are able to fund pay increases and to meet our claim. Whilst there is economic and political uncertainty the HE sector is able to address the increasingly acute problem of sub-inflationary pay rises highlighted in this pay claim.

The unions are concerned that the increasing downward wage pressures and upward workload pressures are creating institutions in which morale is suffering. This claim provides clear ways in which pay, discrimination, workload, and employment practices can be addressed.

In the introduction to the AUDE report 2016 Sir Ian Diamond writes that “...despite this turbulent period of policy upheaval one thing remains clear: UK universities continue to deliver world class education, undertake world class, often impactful research and engage with their communities in a multitude of exciting ways. And they do this because, first, UK universities are peopled with brilliant staff and students, recruited from across the world, who are committed to excellence in everything that they do”.

These staff who contribute, in so many ways, to delivering the world class education at British HEIs need and deserve a pay rise and working conditions which provide stable and fair employment.

It is more vital than ever that employers invest in their biggest asset when global competition is increasing and the UK’s position in relation to potential students and staff, in the EU and beyond, is uncertain.

This claim is a reasonable one and an accurate reflection of the key concerns of our members working in universities across the country. The unions believe that this claim should form the basis for a pay offer that we can recommend to our members. This pay claim aims to ensure that everyone valued and that the hard work of all is recognised and rewarded.