

## **New JNCHES negotiating round 2017-18:**

### **Detail of the offer made by the employers at the second negotiating meeting on 4 April**

At the second negotiating meeting, held on 4 April 2017, the employers made the following improved 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 1.5% on the New JNCHES pay spine points from 1 August 2017. The employers explained that this offer would result in a sector pay increase value of around 3% due to the progression and contribution pay that around half the employees covered by the negotiations are also eligible to receive.
- 1.2 In responding to the trade union request to address increases towards the lower paid, the employers are seeking to do so while not detracting from the ability to apply a fair increase to remaining points on the pay spine. The offer is therefore for extra loading to be applied to the lower spine points, such that there would be an uplift of 1.8% on the bottom point (2) of the New JNCHES spine (which would equate to an hourly rate of £8.40 based on a 35 hour week). Such loading would require limited tapering to smooth out differentials for the first four or five spine points.
- 1.3 On London Weighting, the employers would expect to make a recommendation that those post-92 institutions that retained a separate London Weighting allowance would increase this by the same amount as the base uplift.
- 1.4 On External Examiners' fees, the employers explained that there was no precedent or mandate for this matter to be discussed at New JNCHES.
- 1.5 The employers and the trade unions also noted that the parties would not be taking forward any discussion of a potential two-year deal.

#### **2. Non-pay elements**

- 2.1 On measures to close the gender pay gap:  
The employers would be willing to make a joint statement outlining the parties' shared aspiration to see the gender pay gap closing. 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 willing to explore a joint survey of HEIs on gender pay gap action planning and suggested that the unions could also undertake a parallel survey of their branches on branch level involvement in action planning to close the gender pay gap. The survey would be intended to establish where action planning is taking place as well as how HEIs are going about this.  
The employers also suggested that they would be interested to hear the unions' ideas for possible ways this joint work could examine intersectionality with a focus on ethnicity pay gaps.
- 2.2 On casual employment:  
The employers reminded the unions of the substantial work currently in train on this topic. The parties had submitted joint proposals to HESA, as a result of work from the 2015-16

settlement, for new markers in the HESA staff record; we await information from HESA's sector consultation later this month.

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 strands looking at variable hours working and support available to staff on fixed-term contracts delivering teaching.

Whilst we await the outcomes of these joint working projects, the employers believe it is inappropriate to plan further joint work in this area. However, the employers suggest that the parties could keep momentum going on these issues by using an additional New JNCHES 'business' meeting in October 2017, as provided for in the Agreement, at which they could review the outputs from these projects.

### 2.3 On workloads, working hours and stress:

The employers responded that these were not matters for New JNCHES. UCEA would also not support the imposition of any model of risk assessment on HE institutions.

The employers reported that the issue had been raised by the UCU representative at the last meeting of the Higher Education Safety and Health (HESH) Forum, held in November. The parties to the HESH Forum had noted the interest in a variety of tools and resources available to support stress auditing and would continue to discuss these in the HESH forum, 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. UCEA undertook to re-circulate the paper setting out this position that had been presented to the trade unions in April 2016.

However, they discussed the arrangement for trade union dialogue at sector level that has since last year's talks been offered in Scotland through the Convenor of Universities Scotland, with its first meeting having been held in September 2016. Not all union representatives were aware of this and UCEA undertook to provide more information by the final negotiating meeting.