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NEWS RELEASE

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2015-16 HE pay negotiations continue

The second of four 2015-16 New JNCHES* negotiating meetings took place today (Tuesday 14 April). Constructive dialogue continued on the trade unions' pay claim** and the ever increasing financial challenges and uncertainties for HE employers with both sides due to meet again formally next week***.

The trade unions' joint claim contains 'two separate but equal claims for pay and pay equality matters' which the trade unions wish to be negotiated concurrently within the negotiating machinery.

The claim itself does not refer to an actual pay figure but the parties will be working hard to make progress towards agreement next week; one which does its best to meet the elements in the claim against the on-going financial pressures. The employers have explained that the participating member HE institutions are determined to make an offer that rewards their much valued and hard-working staff but they are also having to consider serious employment issues and unprecedented funding and financial uncertainties.

The 'pay equality matters' section of the trade unions' claim seeks further work on the gender pay gap and on HE institutions' approaches to casual staff employment. Last year's settlement resulted in joint work on the gender pay gap and on hourly-paid and casual employment that is ongoing. A gender pay gap joint report will share and encourage effective interventions and the work on hourly-paid and casual employment intends to report on the trends in casual employment and on how HE employers can balance appropriate flexibility in the workforce with fair and equitable employment practices.

Further New JNCHES negotiating meetings will be held later in April and in May.

ENDS

For further information: Please contact Andy Fryer, Head of Communications and Membership (a.fryer@ucea.ac.uk) or Marc Whittaker, Communications and Events Officer (m.whittaker@ucea.ac.uk). Call 020 7383 2444.

Notes to Editors

* Joint Negotiating Committee for Higher Education Staff

** EIS, GMB, UCU, UNISON and Unite

UCEA's 'Current pay negotiations' website page includes details of the trade unions' joint claim: www.ucea.ac.uk/en/empres/paynegs/current/index.cfm

*** The New JNCHES negotiating timetable is a process that usually runs across meetings in March, April and May. This forum allows for three negotiating meetings, and more if required. The dates are Thursday 26 March, Tuesday 14 April (additional), Friday 24 April and Tuesday 12 May.