

New Joint Negotiating Committee for Higher Education Staff

PAY SETTLEMENT 2017/2018

1. PAY ELEMENTS

Pay rates for non-clinical staff covered by HE national agreements will be increased as follows:

With effect from 1 August 2017:

1.7 per cent on all the New JNCHES single pay spine points save for points 2 to 16 where the New JNCHES single pay spine points will increase 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%

Figures rounded to 2 decimal places

The attached sheet sets out the uplifting of the single pay spine to give effect to these increases.

Post-92 HEIs retaining separate London weightings are recommended to increase these by 1.7 per cent.

If an HEI is in serious financial difficulty it may defer implementation of the above increases by up to 11 months in order to minimise job losses.

2. OTHER ELEMENTS

The parties have agreed to take forward **joint work to progress specific matters of mutual interest**. This work would flow from the successful conclusion of the joint work being done as a consequence of the 2016-17 settlement. This new joint work is part of the overall settlement for 2017-18 and not an ongoing commitment at New JNCHES.

On measures to close the **gender pay gap** the parties have a shared aspiration to see the gender pay gap closing and to encourage action planning in HE institutions. Noting that HE institutions are active in consideration of gender pay gaps and the actions they can take to address these, the parties will:

- undertake joint work in the form of 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.
- take forward discussion, involving additionally the Equality Challenge Unit, to examine ways that this joint work could examine intersectionality with other protected characteristics.

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

On **casual employment** the parties are conscious of the substantial work currently in train on this topic, arising from previous New JNCHES settlements:

- As a result of work from the 2015-16 settlement, in autumn 2016 the parties submitted joint proposals to HESA for new markers in the HESA staff record. In May 2017 HESA confirmed that, following its sector consultation, three of the four new markers requested will proceed: hourly-paid arrangements, zero hours contracts and apprenticeships. This will therefore mean substantial work within HEIs to gather and incorporate for the 2017-18 Staff Collection three additional components of data.
- The parties to New JNCHES continue work on a 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 working group overseeing this joint work is now aiming for this work to conclude in the autumn of 2017.

The employers and trade unions commit to a special meeting of New JNCHES to be organised in the autumn of 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.

On the matter of a **Scottish sub-committee of New JNCHES**, the employers and trade unions note that 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, and that 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.

The parties would be pleased to receive a report, at the special autumn New JNCHES meeting, on the dialogue that takes place in Scotland.

Agreed by:

UCU

UNISON

Unite

GMB

EIS

UCEA