Joint Higher Education Unions Heads of Claim 2026/27

We are calling on UCEA for:

- An increase on all pay points of at least RPI + 3% or £3,000, whichever is the greater, to be paid in full in August 2026
- An increase to bring the minimum hourly rate of pay to £15/hour and for all HEIs to become Foundation Living Wage employers
- A review of the New JNCHES pay spine, in line with the already agreed Terms of Reference for the working group, and for this review to proceed irrespective of progress on the 2026/27 pay negotiations
- UCEA to work with the unions to develop meaningful and inclusive career pathways for professional services staff. These discussions would include career progression, career pathways, and grade drifts for professional services staff.
- Proceed with joint working on the other three negotiating groups on Contract Types, Workload, and Equality pay gaps and other areas of agreed joint work, in order to agree principles that can be developed into enforceable national agreements within a clearly defined timescale. This work should proceed irrespective of any position taken by any of the New JNCHES trade unions on a pay offer made by UCEA.
- UCEA to work with the joint trade unions to lobby the UK government on Higher Education funding reform
- To convene meetings of the Scottish sub-committee of New JNCHES as set out under the New JNCHES agreement.
- UCEA to work with the joint trade unions to avoid redundancies through the following:
    - Ensuring that all UCEA members adopt and adhere to agreed redundancy avoidance policies, based on the Trade Union Side (New JNCHES) Draft 1.4 Redundancy Avoidance Agreement and Code of Practice
    - Agreeing joint work to implement policy on the non-renewal of fixed-term contracts and cuts experienced by hourly paid staff during redundancy situations, to address the "hidden redundancy" crisis impacting casualised staff