

New Joint Negotiating Committee for Higher Education Staff

PAY AGREEMENT 2009/2010

1. AGREED PAY INCREASE

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

1 August 2009 0.5%

The attached sheet sets out the agreed uplifting of the single pay spine to give effect to this increase.

Post-92 HEIs retaining separate London weightings are recommended to increase these on average by the same percentage uplift.

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

2. JOINT WORKING: OTHER ISSUES

As part of the 2009/10 Agreement, the New JNCHES has agreed to establish working groups with terms of reference as follows.

Pay Framework & Data Research Working Group

1. To undertake a study to understand how the Framework Agreement has been applied at HEIs. The areas to be covered by the study will cover;

The operation of contribution points.

The extent of harmonisation of terms and conditions.

The national pay spine.

The application of the agreement to Hourly Paid Workers.

To understand the impact of new grading structures such as: –the length of grades

2. As set out in the final chapter of the JNCHES Review of HE Finance & Pay Data, published in December 2008, there are a number of areas where it was agreed that steps could be taken to improve the quality of the statistics for the HE sector. These elements will now form part of the Data Research section of the Working Group, which will be tasked with;

- Maintaining, updating and, where possible, improving upon the core components of analysis in relation to finance and remuneration set out in the Review of HE Finance & Pay Data with a view to presenting updated data by early 2010.
- Establishing a dialogue with HESA to address the issues that the Review identified in connection with data provided; in particular exploring how HESA might;
 - –develop a mechanism for collating data so that it can be used to provide consistent long-term and detailed pay analysis; –consider improving the information relating to support staff and part-time staff.
- Establishing a dialogue with ONS in relation to the Annual Survey of Hours and Earnings (ASHE) to explore how consistency between industry and occupational coding may be achieved and to encourage arrangements between HEIs and the ONS to submit data to the ASHE electronically.

The Group will make recommendations to New JNCHES and relevant bodies to improve data.

Membership: The Group will comprise representatives of all parties to the New JNCHES and external stakeholders by invitation.

Timeline: February 2010 – December 2010.

Equality Working Group

1. To act as a broad-based forum within which to comment, exchange views, establish common ground, and focus on strategic equality issues with a view to assisting HEIs and local unions, which may include recommending guidance and action plans on equality issues to New JNCHES and the HE sector.
2. As an initial task, the Group will gather information on the conduct of Equal Pay Reviews to date in HEIs. This will include undertaking a survey to establish the current position in HEIs. The survey will look at whether HEIs have completed an Equal Pay Review, and if so;
 - Was use made of JNCHES guidance?
 - Was this in partnership with their local unions?
 - Has the HEI established an action plan to tackle any areas of concern?
 - How comprehensive in terms of all staff groups ?

It is proposed that the survey will be completed and an initial report made to the Group within a six month period.

3. The Group will also:

- Survey and consider the impact of current and future regulation on equality related matters and recommend guidance for New JNCHES to issue, in particular the forthcoming Equality Act and the public sector duties .
 - Examine and commission research to understand the issues behind differences in pay at sector level in relation to gender and potentially in relation to ethnicity, disability and other groupings.
 - Investigate systemic issues in relation to the gender pay gap, with a view to producing updated guidance (including work-life balance) on ways to tackle this issue.

In this regard the Working Group will seek information from HE sector groups, which could include, but is not limited to; the Equality Challenge Unit; the Leadership Foundation for Higher Education; the HE Academy; Universities HR.

The Group will make recommendations to New JNCHES and other relevant bodies.

Membership: The Group will comprise representatives of all parties to the New JNCHES and external stakeholders by invitation.

Timeline: The Group will aim to produce a report by December 2010.

Sustainability Issues Working Group

1. To consider the factors affecting the sustainability of HEIs.

2. To develop proposals for enhancing shared understanding about technical aspects of HE finance and other issues affecting sustainability (subject to securing funding/support from stakeholders), specifically,

To develop materials/seminars to increase understanding on the technical aspects associated with HE funding and financial decision-making.

3. To act as a forum for the exchange of views, comments and discussion with sector stakeholders on the strategic developments at HE sector level, including workforce planning and organisational change.

Membership: The Group will comprise representatives of all parties to the New JNCHES and external stakeholders by invitation.

Timeline: To commence in February 2010.

SINGLE PAY SPINE FOR HE ACADEMIC AND SUPPORT STAFF 2009/2010

Spine Point Salary from 1 October 2008 (£) 13085 13431 13787 14099 14477 14867 15216 15641 16081 16547
17026 17519 18027 18550 19089 19645 20226 20834 21458 22126 22765 23449 24152 24877 25623 26391
27183 27999 28839 29704 30594 31513 32458 33432 34435 35469 36532 37651 38757 39920 41118 42351
43622 44930 46278 47666 49096 50569 52086 53650 55259

Salary from 1 August 2009 (£) 13150 13498 13856 14170 14550 14942 15292 15719 16161 16629 17111
17606 18117 18643 19185 19743 20327 20938 21565 22236 22879 23566 24273 25001 25751 26523 27319
28139 28983 29853 30747 31671 32620 33600 34607 35646 36715 37839 38951 40119 41323 42563 43840
45155 46510 47905 49342 50822 52347 53918 55535