

New Joint Negotiating Committee for Higher Education Staff

SETTLEMENT OFFER 2015/2016

This document sets out the employers' full and final offer with regard to all the elements of the trade union claims in the New JNCHES negotiations for 2015-16.

1. PAY ELEMENTS

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

With effect from 1 August 2015:

1.0 per cent on all pay spine points save for points 1 to 8 where increases will be as follows:

Point	% increase
1	2.65%
2	2.4%
3	2.2%
4	2.0%
5	1.8%
6	1.6%
7	1.4%
8	1.2%

This enables point 1 to equate to the current Living Wage Foundation figure.

Post-92 HEIs retaining separate London weightings are recommended to increase these by 1.0 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. PAY EQUALITY ELEMENTS

The employers note that the trade unions are keen to conclude the remaining joint work that was put in place as a result of the 2014-15 pay agreement. It is intended by the end of June 2015 that there will be two substantial joint reports published, on Gender Pay Gap and on Hourly-paid and Casual staff, each with a range of findings and recommendations, and each with accompanying case studies.

It will be too soon to consider activity to evaluate the impact of these two new reports but, subject to this remaining 2014-15 joint work being successfully concluded, we offer in 2015-16 to undertake the following joint work on two key themes of the pay equality claim:

i) Reviewing gender pay gap data

It is proposed that the next joint review of the 2014 HE pay data will include an expanded section on the gender pay gap. This will include enhanced analysis of gender pay gaps between job levels and information on occupational segregation.

The data itself will be drawn from the existing agreed datasets such as the Annual Survey of Hours and Earnings and the HESA Staff Record. The analysis and presentation for inclusion in the final report will be agreed by a group enabling representation from all the trade unions.

ii) Engaging HESA on the collection of data on hourly-paid and casual staff

It is proposed that the trade unions and employers will establish a dialogue with HESA on the collection of data on hourly-paid and casual staff with a view to improving analyses and evidence for employment of these staff groups.

The employers make this offer seeking a settlement that it is hoped could be implemented in time for 1 August 2015 payment. We therefore ask the trade unions to complete their processes and consult their members by the end of June 2015.