

Update on 2016/17 National Pay Negotiations

Each year the University & Colleges Employers' Association (UCEA) negotiates the national pay uplift on behalf of the University, and all other participating universities. This negotiation is carried out through the Joint Negotiating Committee for Higher Education Staff (JNCHES) which is made up of UCEA and the five Higher Education trade unions (EIS, GMB, UCU, UNISON and Unite). These pay negotiations determine the basic uplift on the values of the 51 spine points on the national pay scale.

On 28 April UCEA made a final offer of 1.1% on all spine points, with higher uplifts on points one to seven. The 1.1% final offer, with the lower paid receiving a higher increase, will provide staff with an increase in base pay of more than double the current official measure of inflation. This increase will be supplemented, for around 59% of staff in Grades UE01 to UE09 by an incremental progression increase.

The 1.1% base pay uplift offered will also be applied to pay points on the XM, RCB and ECA legacy scales. It will not apply to clinical staff or the other small staff groups covered by separate pay negotiating arrangements.

This final offer moves spine point one of the national pay scale to match the current living wage. The University is committed to paying the living wage and has been since 2013. The University's spine points one, two and three therefore already match the living wage and will increase when the living wage rate increases in November this year.

At the time of writing, the 1.1% offer has been rejected by all five trade unions; consequently the University regrets that there will be a delay in implementing the pay uplift while UCEA and the trade unions go through a process of dispute resolution. University staff eligible for incremental progression increases will have these processed in the August payroll.

We are hopeful that the dispute resolution process will enable all the trade unions to conclude this year's round with an outcome that is both fair for staff and sustainable and affordable.

Zoe Lewandowski
Director of HR
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