

Final Offer – Strictly Without Prejudice Until 29 October 2010

New Joint Negotiating Committee for Higher Education Staff

PAY SETTLEMENT 2010/2011

1. PAY INCREASE

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

1 August 2010	0.4%
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The attached sheet sets out the 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

To complete the work programmes and take forward the various agreed initiatives of the New JNCHES working groups which include:

Equality working group

- A survey on equal pay reviews within HEIs and research on the gender pay gap.

Pay framework & data research working group

- Update of the pay chapter from the 2008 JNCHES review of HE finance & pay data; new research on the application of the framework agreement to modernise pay structures and work to improve data collection.

Sustainability issues working group

- Updating the finance chapter of the 2008 JNCHES review of the financial position of the HE sector.
- Development and dissemination of briefing material on financial issues.
- Initiatives such as joint workshops and case studies to support workforce change.

3. INITIATIVE ON TRAINING AND DEVOPMENT OF STAFF IN HIGHER EDUCATION.

To establish a forum for staff development in higher education for trade unions, HEI representatives and other relevant agencies. Its purpose would be to share information and knowledge, engage stakeholders and to identify potential joint work that would assist HEIs and staff in maximising the opportunities and benefits of training, development and apprenticeships. This could include the creation of an enabling framework for the training and development of staff in higher education.

DRAFT

SINGLE PAY SPINE FOR HE ACADEMIC AND SUPPORT STAFF 2010/2011

Spine Point	Salary from 1 August 2010 (£)	Salary from 1 August 2011 (£)
1	13150	13203
2	13498	13552
3	13856	13911
4	14170	14226
5	14550	14608
6	14942	15001
7	15292	15353
8	15719	15782
9	16161	16226
10	16629	16696
11	17111	17179
12	17606	17677
13	18117	18190
14	18643	18718
15	19185	19261
16	19743	19822
17	20327	20409
18	20938	21021
19	21565	21652
20	22236	22325
21	22879	22971
22	23566	23661
23	24273	24370
24	25001	25101
25	25751	25854
26	26523	26629
27	27319	27428
28	28139	28251
29	28983	29099
30	29853	29972
31	30747	30870
32	31671	31798
33	32620	32751
34	33600	33734
35	34607	34745
36	35646	35788
37	36715	36862
38	37839	37990
39	38951	39107
40	40119	40280
41	41323	41489
42	42563	42733
43	43840	44016
44	45155	45336
45	46510	46696
46	47905	48096
47	49342	49539
48	50822	51025
49	52347	52556
50	53918	54133
51	55535	55758