

## Ucea NEWS RELEASE

28 July 2010

### **Employers offer 0.4% and a new Training and Development initiative as final position**

**UCEA and the HE trade unions\* met today (28 July 2010) as New JNCHES for the fifth meeting of HE pay negotiations for 2010-11. Employers confirmed that the 0.4% consolidated pay offer was the maximum increase that could be offered. However, this offer will be subject to review in late October should there be no settlement. The employers also offered to develop a new Training and Development initiative and work jointly with the unions on a range of other issues in the recently established working groups\*\*.**

All of the unions, except UCU, will now consult with their executive bodies and are expected to report back in the coming weeks. UCU rejected all aspects of the offer. UCEA acknowledged the unions' serious concerns relating to job security issues as a result of funding cuts. These concerns, alongside the trade unions' continued calls for job security provisions to be collectively agreed at national level, resulted in UCEA undertaking additional consultation among subscribing institutions to seek up-to-date views on this important topic.

Consultation feedback from HEIs confirmed that:

- UCEA has no mandate from its member institutions to engage in negotiations on national job security provisions.
- Handling workforce change is a matter for individual institutions – the vast majority already have procedures in place, which are developed and applied in consultation with the recognised trade unions.
- There is scope for joint initiatives at national level that support and facilitate the process of workforce change within institutions, but not in the form of collectively agreed provisions.

The employers urged the trade unions and their members to seriously consider the offer of a 0.4% consolidated pay increase in an exceptionally difficult environment.

\* EIS, GMB, UCU, Unison and Unite

ENDS

For further information:

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UCEA's website provides extensive background information relating to the 2010-11 Pay Negotiations

[http://www.ucea.ac.uk/en/2010\\_Pay\\_Negotiations/](http://www.ucea.ac.uk/en/2010_Pay_Negotiations/)