

## University and College Union Higher Education

Carlow Street, London NW1 7LH, Tel. 020 7756 2500, [www.ucu.org.uk](http://www.ucu.org.uk)

<b>To</b>	HE Branch and local association secretaries
<b>Topic</b>	<b>HE National and Regional pay briefings February 2016</b>
<b>Action</b>	<b>To register at least one branch officer to attend one of these briefings</b>
<b>Summary</b>	<b>This circular provides branches with the key decisions made at the special Higher Education Committee Meeting on 13 January in regards to the next steps in the pay campaign 2016/17, details of a series of regional/devolved national pay briefings, the locations, venues, timings and registration information. The briefings will give branch representatives the opportunity to discuss and feedback on the campaign and action plan.</b>
<b>Contact</b>	Paul Bridge, Head of HE <a href="mailto:pbridge@ucu.org.uk">pbridge@ucu.org.uk</a>

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Dear Colleagues

A special meeting of the Higher Education Committee (HEC) took place on Wednesday 13 January. The purpose of the meeting was to agree the next steps in the pay campaign 2016/17.

HEC had a focused discussion covering the following factors:

- The shape of the claim for 2016/17
- The timing of the claim's submission, the negotiating timetable and, if necessary, actions in support of the claim
- The position of other trade unions in respect of the above
- Building the campaign among members
- Legislative changes (the Trade Union Bill)

In line with the decisions made at the October meeting, HEC confirmed that the claim will be submitted during the first week in February.

## **Pay and pay equality claim**

HEC approved the development of a focused pay claim based on the principles of pay catch up and keep up, which may be a headline number. HEC also expressed a view that any final offer must ensure that changes to the government's approach to the living wage does not result in distributive bargaining by the employers to reduce the amount on offer to those above the living wage floors.

UCU will also be looking for a claim for action to close the gender pay gap in higher education as well as action to reduce the sector's reliance on forms of casual employment.

The HE trade unions meet on Tuesday 19 January to seek to agree a joint claim.

## **Pay Campaign**

HEC approved a pay campaign that will focus on the cumulative loss in members' pay, the projected cost of living increases over the next 18 months, pay inequality and gender pay, the stark contrast with senior pay, casualisation, the sector's level of income and reserves and work intensification/ workload.

Branches are reminded of the link to the recent HE news which covered some of these campaign themes.

[http://www.ucu.org.uk/media/pdf/k/s/ucu\\_henews42\\_nov15.pdf](http://www.ucu.org.uk/media/pdf/k/s/ucu_henews42_nov15.pdf)

Branches are also advised to look out for the latest UCU report on VC, Principal and senior pay, which is due out in early February.

## **Timetable for action**

An outline timetable for a ballot and action in support of the claim was agreed. The national negotiators were charged with refining the approach. HEC approved a timetable that enables a ballot and action to start in April. The timetable will form the basis of direct consultation with members and branches during February.

## **Consulting members and branches**

HEC approved means to consult branches and members.

To start, a series of regional / devolved nation pay briefings have been arranged for February. At the briefings, branches will discuss the campaign and provide feedback on the proposed timetable for action. Details of the four briefings are found below in this circular.

Branches should make every effort to participate in these briefings as they will inform the decisions of the HEC when it meets on Friday 4 March to decide the next steps in the HE pay and campaign.

**It is important that your branch sends at least one representative to one of the briefings advertised in this circular. Branches may send up to two representatives.**

This circular provides branches with details of the meetings; locations, venues, timings and registration information. It also provides details of the suggested branch/LA attendance for each meeting.

### Meeting details

Date	Location	Venue	Timing	Nation/Regions
Wednesday 17 February  11.00 – 13.00	Birmingham	UCU 3rd Floor Alpha Tower Suffolk Street Queensway Birmingham B1 1TT		E and W Midlands; Wales and South West.
Thursday 18 February  11.00 – 13.00	London	UCU Head Office, Carlow St, London NW1 7LH		London North and South, South East; E&HC and Southern.
Wednesday 24 February  11.00 – 13.00	Glasgow	The Scottish Trades Union Congress 333 Woodlands Road Glasgow G3 6NG		Scotland; Northern Ireland; Northern.
Thursday 25 February  14.00 – 16.00	Leeds	St George's Centre Great George Street Leeds LS1 3DL		North West; Northern, Yorkshire and Humberside.

The attached appendix contains the following:

- Details of venues for each meeting, including links to maps
- Details of branches/LAs it is suggested attend one of these briefings (Birmingham, London, Glasgow and Leeds).
- Links to the registration site for branches to use when registering your representative. *HEC members should use the same registration site but enter HEC next to the institution field.*

Registration at the Birmingham, London and Glasgow will open from 10.30am with refreshments on arrival. Please note that lunch is not provided.

Registration at the Leeds briefing will open from 13.30pm. There will be refreshments on arrival. Please note that lunch is not provided.

If you have difficulty registering for one of the meetings please contact Sue Bajwa; [sbajwa@ucu.org.uk](mailto:sbajwa@ucu.org.uk)

If you require information about a venue please contact the following administrators;

Birmingham meeting – Jennette Estridge; [jestridge@ucu.org.uk](mailto:jestridge@ucu.org.uk);

London meeting - Christine Bernabe; [cbernabe@ucu.org.uk](mailto:cbernabe@ucu.org.uk);

Glasgow meeting - James Rose; [jrose@ucu.org.uk](mailto:jrose@ucu.org.uk);

Leeds meeting – Helen Sidlow; [hsidlow@ucu.org.uk](mailto:hsidlow@ucu.org.uk);

All other matters, please contact Paul Bridge; [pbridge@ucu.org.uk](mailto:pbridge@ucu.org.uk) .

*Expense forms will be available on the day and expenses can be claimed back in the usual way.*

**Michael MacNeil**  
**National Head of Bargaining and Negotiations**

## Appendix

### REGISTRATION INFORMATION

#### Wednesday 17 February – Birmingham

UCU 3rd Floor Alpha Tower Suffolk Street Queensway Birmingham B1 1TT

[www.alphabirmingham.co.uk](http://www.alphabirmingham.co.uk);

#### To register for the Birmingham meeting go to;

<https://ucu.wufoo.com/forms/birmingham-he-briefing-wednesday-17-february-2016/>

#### Suggested branches/LAs:

Aston	Worcester
Birmingham	Aberystwyth
Birmingham City University	Cardiff
Bishop Grosseteste	Cardiff Metropolitan
Coventry	Royal Welsh College of Music and Drama
De Montfort	Swansea
Derby	Swansea Met
Gloucestershire	University of South Wales
Harper Adams	University of Wales, Trinity St David's
Keele	Bath
Leicester	Bath Spa
Lincoln	Bristol
Loughborough	Exeter
Newman University College	Falmouth
Northampton	Oxford
Nottingham	Oxford Brookes
Nottingham Trent	Plymouth
Royal Agricultural University	Plymouth Marjon
Staffordshire	Portsmouth
University College Birmingham	Ruskin College
Warwick	UWE
Wolverhampton	

## Thursday 18 February – London

UCU HQ Carlow St, London NW1 7LH

### Map

[http://www.ucu.org.uk/media/3238/UCU-head-office-Carlow-Street-NW1-7LH-directions/pdf/ucu\\_carlowstreetdirections.pdf](http://www.ucu.org.uk/media/3238/UCU-head-office-Carlow-Street-NW1-7LH-directions/pdf/ucu_carlowstreetdirections.pdf)

### To register for the London meeting got to;

<https://ucu.wufoo.com/forms/london-he-briefing-thursday-18-february/>

### Suggested branches/LAs:

Anglia Ruskin	King's College London	Royal Veterinary College
University of the Arts	Kent	School of Pharmacy
London	Kingston	St Mary's University
Bedfordshire	London (Senate House)	College Twickenham
Birkbeck	London Business School	SOAS
Brighton	London Met	St. George's
Brunel	London South Bank	Surrey
Bucks New University	University	Sussex
Cambridge	LSE	Trinity Laban
Canterbury	LSHTM	Thames Valley
Chichester	Middlesex	University
City	Norwich University of	University of the
Central School of	the Arts	Creative Arts
Speech and Drama	Open University	UCL
Conservatoire for Dance	Queen Mary University	UEL
and Drama	of London	UWE
University of East Anglia	Regents College	UWIC
Goldsmiths	Royal Academy of Music	Westminster
Guildhall College of	Ravensbourne	Bournemouth
Dance of Drama	Royal College of Art	Portsmouth
Greenwich	Royal College of Music	Southampton
Hertfordshire	Reading	Southampton Solent
Heythrop	Royal Holloway	University Campus
Imperial College	Roehampton	Suffolk (UCS)
Institute of Education	Rose Bruford	Winchester

## **Wednesday 24 February– Glasgow STUC**

The Scottish Trades Union Congress 333 Woodlands Road Glasgow G3 6NG

<http://www.stuc.org.uk/>

### **To register for the Glasgow meeting go to;**

<https://ucu.wufoo.com/forms/glasgow-he-briefing-wednesday-24-february-2016/>

### **Suggested branches/LAs:**

Aberdeen	Queen Margaret University
Abertay Dundee	Robert Gordon
Cumbria	St. Andrews
Dundee	Stirling
Durham	Strathclyde
Edinburgh	Sunderland
Glasgow Caledonian	Teesside
Glasgow School of Art	University of the West of Scotland
Glasgow	Belfast Queen's
Heriot-Watt	Ulster
Napier	St Mary's University College
Newcastle	Stranmillis
Northumbria	

## Thursday 25 February – Leeds

St Georges Centre Great George Street Leeds Ls1 3DG

<http://www.stgeorgescentreleeds.org.uk/wp-content/uploads/2015/09/Directions-and-Map-Car-St-G-Centre3.doc>

To register for the Leeds meeting go to;

<https://ucu.wufoo.com/forms/leeds-he-briefing-thursday-25-february/>

### **Suggested branches/LAs:**

Manchester	Bradford
Manchester Met	Huddersfield
Salford	Hull
University of Central Lancashire	Leeds College of Music
Bolton	Leeds
Cheshire	Leeds Beckett
Edgehill	Leeds Trinity
Lancaster	Sheffield
Liverpool Hope	Sheffield Hallam
Liverpool John Moores	York
Liverpool Institute	York St. John
Liverpool	Bangor
Royal Northern College of Music	Glyndŵr