2010 NATIONAL NEGOTIATIONS UPDATE

JNCHES national negotiations 2010

At the New JNCHES meeting on 29 March, UCEA made an offer to explore how a **non-consolidated** cash sum, equivalent to 0.25% of pay bill, could be applied.

The employers made no serious attempt to address the other key elements of the joint union claim; for example, nothing on:

■ Job security
■ Improving the national framework agreement and terms and conditions of employment
■ The assimilation of hourly-paid staff to the national agreement
■ Proposals to close the gender pay gap
■ Proposals for a national system to pay external examiners

Without producing any convincing evidence, the employers asserted that the effect of incremental increases on the pay bill should be taken into account during pay negotiations. This provoked a strong response from the trade unions. Unlike the private sector, where the rate for the job is paid from day one, in the public sector staff start below the full rate and build up, reflecting increasing knowledge and skills -

arguably providing a short term subsidy for HE employers.

The employers negotiated a pay deal in 2003 that clearly accepted increments as part of the structure. So to complain now, when they have known and presumably budgeted for such increases, is a little disingenuous.

The trade union side unanimously rejected the offer. The employers were asked to rethink their position and come to the next meeting with a credible offer.

Another meeting is scheduled for 19 April.

Membership Records

Your assistance is essential in ensuring the smooth running of our communications, democratic structures and ability to run industrial action ballots. Can you please ensure that the records held on the central membership data base are as accurate and as up to date as practically possible, particularly with regard to workplace and employment grade information?

Branches and LAs are asked to advise their national membership contact of all changes and seek further assistance if required.