

New Joint Negotiating Committee for Higher Education Staff

PAY SETTLEMENT 2011/2012

1. PAY INCREASE

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

1 August 2011 £150 on all pay spine points.

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 by 0.5 per cent.

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. INITIATIVE ON TRAINING AND DEVELOPMENT

To take forward the initiative on training and development of staff in Higher Education proposed in the 2010/11 round, which is to establish a forum for staff development in higher education for trade unions, HEI representatives and other relevant agencies. Its purpose is 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.

3. COLLABORATIVE WORK ON OTHER ISSUES

Employers offer to work collaboratively with trade unions on the following issues:

- A survey to review the impact of the final report of the Equality Working Group and its recommendations. (*The exact nature of collaboration is to be agreed with the trade unions*).
- An update of the JNCHES guidance on Work-Life balance to reflect current legislation, policy and practice in this area. (*The exact nature of collaboration is to be agreed with the trade unions*).
- An update of the pay data in the publication (*Pay in Higher Education*) that followed from the joint work in the Pay Framework and Data Research Working Group. (*UCEA propose that the update will be undertaken by UCEA officers with the data to be scrutinized by a small data group consisting of two employer representatives, a support staff representative and an academic staff representative*).

SINGLE PAY SPINE FOR HE ACADEMIC AND SUPPORT STAFF 2011/2012

Spine Point	Salary from 1 August 2010 (£)	Salary from 1 August 2011 (£)
1	13203	13353
2	13552	13702
3	13911	14061
4	14226	14376
5	14608	14758
6	15001	15151
7	15353	15503
8	15782	15932
9	16226	16376
10	16696	16846
11	17179	17329
12	17677	17827
13	18190	18340
14	18718	18868
15	19261	19411
16	19822	19972
17	20409	20559
18	21021	21171
19	21652	21802
20	22325	22475
21	22971	23121
22	23661	23811
23	24370	24520
24	25101	25251
25	25854	26004
26	26629	26779
27	27428	27578
28	28251	28401
29	29099	29249
30	29972	30122
31	30870	31020
32	31798	31948
33	32751	32901
34	33734	33884
35	34745	34895
36	35788	35938
37	36862	37012
38	37990	38140
39	39107	39257
40	40280	40430
41	41489	41639
42	42733	42883
43	44016	44166
44	45336	45486
45	46696	46846
46	48096	48246
47	49539	49689
48	51025	51175
49	52556	52706
50	54133	54283
51	55758	55908