

## EIS Comparison of the UCEA Pay Offer to the Joint Unions Pay Claim for 2013-14

	<b>2013-14 Joint Union Pay Claim</b>	<b>2013-14 UCEA Pay Offer</b>
Pay	<i>"A percentage increase on all pay spine points of at least the current RPI plus an additional percentage increase..."</i>	<i>"...increase of 1.0% on all points on the JNCHES pay spine."</i>
Living Wage	<i>"...achieving a 'living wage' for all staff. This should be achieved through the removal of the bottom two spine points on the national pay spine"</i>	Nothing. <i>"Many HEIs are already paying at a level that meets the Living Wage, as well as providing a generous total reward package of benefits, which are not reflected by the Living Wage Campaign."</i>
Gender Pay Gap	<i>"Measures to address the gender pay gap."</i>	UCEA is not agreeing to any measures to address the pay gap – but it is offering to look at the nature of the gender pay gap in HE with joint oversight.  <i>"The employers are willing to build on this work by collecting qualitative information from a sample of HE institutions in order to understand better the nature of any gender pay gaps that are found, the possible reasons for these, and the types of measures being taken to address them."</i>
Extending the scope of the New JNCHES Negotiations	<i>"An agreement to extend the top of the pay spine beyond point 51."</i>  (This would bring professors and other senior staff into the scope of the New JNCHES pay negotiations).	UCEA is refusing to extend the 51 point New JNCHES national pay spine.  <i>UCEA has no mandate to extend the scope of the negotiations.</i>
Casualisation of staff within HE sector	<i>"An agreement to address the issues of Hourly Paid Staff and other forms of casualisation in the sector."</i>  Also <i>"(for) the conversion to fractional contracts for hourly paid lecturers to harmonised terms and conditions that recognise the hours required to perform the job and do not make use of zero hours contracts."</i>	UCEA is not agreeing to do anything to address the use of zero hours contracts – but it is offering to explore the issues and uses of zero hours contracts within the HE sector with joint oversight.  <i>"(UCEA) note the trade unions' concern over the extent and nature of the employment of staff in these categories, notably where variable hours contracts are in use..."</i>

		<p><i>"...UCEA will analyse the published data on 'atypical' staff (e.g. from HESA) to understand the patterns of use across the HE workforce, as well as any trends over time. In addition, UCEA will gather illustrative examples through case studies of the modes of employment, the nature of the employment relationship, and contractual arrangements in use within the sector."</i></p>
Workload	<p><i>"An agreement on workload and working hours."</i></p> <p><i>"The trade union claim is for national guidance on workloads and working hours, that incorporate and builds on existing workload agreements."</i></p>	<p>UCEA refused to engage on this item.</p> <p><i>"...these are matters for local determination."</i></p>
Avoiding Redundancies	<p><i>"Nationally agreed measures to avoid redundancies."</i></p>	<p>UCEA refused to engage on this aspect.</p> <p><i>"...are matters for local determination in dialogue with the recognised trade unions."</i></p>
Disability Leave	<p><i>"A national agreement on Disability Leave... to achieve fair and consistent treatment of disabled staff across the sector."</i></p>	<p>UCEA has refused to enter into an agreement on this area – although it is willing to do joint work.</p> <p><i>"UCEA remains committed to completing joint work with the trade unions, which goes beyond that agreed within last year's settlement. The outcome from this work will undoubtedly raise awareness among sector employers of effective practice in this area."</i></p>