



26 January 2023

The Joint Unions met yesterday with employers to continue negotiations over pay for 2022/23 and 2023/24. Previously they had offered pay rises for staff of between 4 and 7%, with a portion paid in February rather than August. This offer had been rejected by the Joint Unions.

Eventually, the employers made a marginally improved offer which (compared to their original offer) provides an improved (but still below inflation) offer for those above spinal column point 42 and did nothing to address issues of poverty pay, pay compression, and of declining pay for all. The offer is described in more detail below:

The offer will be confirmed in writing (and will be split between February and August) but the overall percentage rises for both offers are shown below:

Original offer		Latest offer	
Spinal Points 3-5	7%	Spinal Points 3-5	8%
Spinal Points 6-14	7%	Spinal Points 6-14	7%
Spinal Points 15-25	6%	Spinal Points 15-25	6%
Spinal Points 26-42	5%	Spinal Points 26-42	5%
Spinal Points above 43	4%	Spinal Points above 43	5%

The Joint Unions responded that:

1. They were disappointed by employers continuing to insist on a real-terms pay cut for 2023/4 which fails to address the 2022/23 dispute.
2. We looked to employers to make an inflation-based offer backdated to August 22 as well as a commitment to resolve pay-related issues.
3. University workers have suffered year-on-year pay cuts and this offer fails to offer any improvement.
4. We remain committed to a negotiated settlement.

We reject any attempt by employers to divide university workers and we will continue to work together to put pressure on employers to address the crisis in the sector. We agreed that to not make an offer that meets inflation to those

university workers at the bottom end of the pay spine is particularly egregious while believing that all university workers are suffering year-on-year pay cuts. To do this, employers must increase the total amount of funding being provided for the pay of university workers

A joint statement agreed by all five HE trade unions, 26 January 2023