

WITHOUT PREJUDICE

New JNCHES Negotiations 2012-13: UCEA's Approach

Further to the second meeting of New JNCHES, on behalf of HEIs participating in the 2012-13 negotiations, UCEA sets out the employers' approach for the year ahead below.

The 2012-13 negotiating round takes place against a background of significant change in the higher education sector. The financial picture varies due to devolution of higher education policy in the UK but HEIs in all nations will be facing challenging circumstances.

UCEA's Approach

We have considered the trade unions' joint claim as follows:

- **Pay:** Employers offer an increase of 0.8% on all points on the JNCHES pay spine.
- **London weighting:** We would be able to make a recommendation, in line with previous practice, to Post-92 HEIs which have retained separate London weighting.
- **Living Wage:** Many HEIs are already paying at a level that meets the Living Wage; however, we would wish to take soundings on this issue with the UCEA Board and our members before responding further to this element of the claim.
- **Other elements of the claim:** We would wish to discuss further the other elements of the claim with the trade unions at the next meeting.
- **Joint working:** The employers are already committed to joint work initiatives covering training and development, pay data and equalities.

Concluding comment

We hope our trade union colleagues will consider carefully the offer made and engage positively in jointly working through challenging times.

20 April 2012