



16th June 2020

FAO: UCEA Chair

Please find below the initial response from the joint higher education trade unions to the statement that you sent through last week with regards to higher education pay for the forthcoming pay year. This will be communicated to our branches.

The **Joint Higher Education Trade Unions, GMB, EIS, UCU, Unite, UNISON**, were extremely disappointed to receive the statement from UCEA in relation to pay for the forthcoming year from 1 August 2020. We know that the proposal to not provide any annual pay uplift for higher education staff will anger and concern many particularly given the hard work of staff during the coronavirus lockdown.

The joint trade unions, in response to the UCEA position, are calling for the following:

- Consideration to be given to increasing pay by, at least, inflation in order to ensure that staff don't suffer a pay cut from 1 August 2020;
- Consideration to be given to providing increases to address compression at the lower end of the pay spine along with increases in pay on the lowest spinal column points in order to meet the national living wage (and the Living Wage Foundation rates where that is followed);
- A national higher education job security commitment;
- A commitment to the New JNCHES national bargaining structures for 2021/22, and future years, with HEIs signalling clear commitment to this process;
- A New JNCHES pay negotiation meeting to be held before mid-July 2020;
- for the New JNCHES autumn meeting to be convened as a higher education pay and finances review meeting;
- For discussion to continue on the equality and pay-related elements of the joint unions' claim including, but not limited to, tackling the gender and ethnic pay gap, casualisation of the workforce, workloads, Scottish JNCHES sub-committee.

Ruth Levin, Unison

Joint Trade Union Side Secretary

Paul Bridge, UCU

Joint Trade Union Side Secretary

Stuart Fegan, GMB

Deborah Shepherd, EIS

Siobhan Endean, Unite