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UK Staff Bargaining Perspectives: HE Employers' View

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UK staff bargaining perspectives: HE employers' view

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Deputy Chief Executive

Consultation
Promoting equality Representation
Professional advice Research
Lobbying Pay modernisation
Pensions Health and safety
Negotiation



Universities & Colleges Employers Association

What we do:

- Employment legislation and practice:
 - Information and advice in a UK HE context
- Reward and Pensions
 - Negotiations (national level) on pay
 - Intelligence about what HEIs are doing
 - Representation and consultation
- Seminars and training
- Research and surveys
- Lobbying and representation



UK Higher Education: some context

- 500,000 staff employed in HEIs
- 168 HEIs
Range of UCEA members:
 - University of Manchester – 11,700 staff
 - Bishop Grosseteste - 260 staff
- Funding sources
 - Public sources
 - Students' fees
 - Range of dependence on state



National pay bargaining

- The HE unions
- A strong tradition
- Prone to disputes?
- A journey: where are we going?



From 2001...

- many tables
- many pay scales
- Pressures for change:
 - European Equal Pay legislation
 - Desire for equity and transparency
 - Ability to respond to market pressures
 - Ability to reward high performance
 - Remove unhelpful (unlawful) demarcations



2004 Framework Agreement

- All-HE unions agreement
- Commitment to local delivery through partnership

- A national single pay spine
- Locally (HEI) determined common grades
- Underpinned by job evaluation in each HEI
- Some core expectations:
 - Schemes for determining / reviewing market pay
 - Schemes for rewarding contribution
 - Some progression on experience (for all grades)
 - Derivation of hourly rates
- Implementation by August 2006

The single pay spine in HE



Spine point	Value at August 2007 (£)
1	12041
2	12371
3	12710
4	13008
5	13368
6	13739
7	14069
...	...
40	36811
41	38019
42	39159
43	40335
44	41545
45	42791
46	44074
47	45397
48	46759
49	48161
50	49607
51	51095



Common grades an example

RU 9	43	40,335	
RU 9	42	39,159	
	41	38,019	Principal Lecturer
	40	36,911	Reader
	39	35,836	Senior Manager
	38	34,814	Accountant
	37	33,780	
RU 8	36	32,795	
	35	31,839	Senior Lecturer
	34	30,914	Senior Researcher
	33	30,012	Planning Officer
RU 7	32	29,139	
	31	28,289	Lecturer
	30	27,466	Senior Administrator
	29	26,666	
RU 6	28	25,889	
	27	25,135	Tutor
	26	24,402	Research Officer
	25	23,692	Administrator
	24	23,002	



And since then...

- 134 HEIs completed to date (some backdating)
- Will be 168 different pay and grading schemes
- Harmonisation of other conditions

Legacy:

- Resource intensive processes
- Distraction
- Turbulence / some discontent (“red circles”)
- High cost to employers
- National vs. local deals
- Improvements for lowest grades



2006-09 pay deal

- Followed a dispute led by academic union(s)
- 3 year deal – some respite – at least 13.1%
- HE Finance & Pay Data Review (reports autumn 2008)
- Commitment to reform national machinery (JNCHEs):
 - Streamlined
 - Single table
 - A timetable
 - Disputes procedure



Where HEI employers are now

- Single table seen as a necessity
- Attracted to “something for something” bargaining
- Strong employee relations embedded (in the main)
- Conditions a local issue – not for national table
- Concern over pay costs, including pensions
- Funding diversity concerns
- Regional employment market concerns
- 20% of academic staff are “off SPS”

- Majority want collective (national) bargaining for SPS – at least short- to medium-term
- Some may be ready for (and prefer) local bargaining
- Caveat is required reforms to JNCHES



Where unions are now?

- All committed to wanting national bargaining (for present)
- All unions, except UCU, signed up to reforms
- UCU position right now...a vote to reject by 10,000 members
- What next?
- Employers and unions having to prepare for a variety of scenarios

Paris or London?

