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UK Professional Staff Bargaining Perspectives

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HE Union View

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Main Points

Brief Guide to UNISON

Collective bargaining and the Framework Agreement

Wider HE issues

Professional issues and priorities for the development of the workforce

Organising issues
Brief Guide to UNISON

- Second largest union in UK – 1.3 million+ members
- Service groups based on bargaining units e.g. Health, Local Government, HE
- Largest education union – 300,000+
- 50,000 in HE
- All staff except academics
Collective Bargaining and the National Framework Agreement

- Joint Negotiating Committee for Higher Education Staffs (JNCHES)
- New agreement 2003
- Individual institution job evaluation, grading
- Outstanding issues
National Pay

- National bargaining – pay
- 10 negotiating tables down to 2 down to 1?
- Current problems
- Financial pay and data review
  - ongoing work
- Terms and conditions
- Equalities
Wider HE Issues

- Continued outsourcing/privatisation
- Increased management
- Gov’t increase in students - 50% school leavers
- Increase business focus
- Increased management of institutions
- European Agenda
  - EU 7th Research Framework
  - need EU union response
Professional Issues and Development of the Workforce

- Support staff undervalued
- Training and development concentrated on academics
- Skills bodies – LLUK, HEA need to re-orient
- UK skills pledge
- Re-modelling of workforce?
Organising Issues

- Single pay spine alters old “spheres of influence” agreements
- Mergers decreasing unions
- Vertical or horizontal unions
- Professional unions vs. general unions
- Sector unions and segmentation
- Organising challenges if local bargaining
Details

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