

Jon Hegerty and Ruth Smith  
Joint Union Side Secretaries  
Joint Higher Education Sector Trade Unions

**By email**

24 February 2023

Dear Jon and Ruth,

**2023-24 New JNCHES pay round**

Further to the conclusion of the dispute resolution process facilitated by Acas on the pay uplift stage of the 2023-24 negotiating round, I am writing to set out the uplift which UCEA will be advising participating employers to implement.

You will recall that both parties agreed that an impasse had been reached in respect of the pay uplift. UCEA and our participating employers regard this as regrettable. Our intention in bringing forward the 2023-24 pay round was to provide support at this time to staff facing cost of living pressures. Although the sector's financial constraints mean that UCEA has not been able to offer an uplift which meets the Joint Unions' expectations, we hope that the uplift being implemented will provide some assistance to staff in these challenging times.

As agreed and set out in the joint statement of 17 February 2023, employers will be advised that the uplift will not be implemented earlier than 5 March 2023.

**Pay uplift 2023-24**

The pay uplift for 2023-24 will uprate the August 2022 New JNCHES pay spine by the following percentages from August 2023:

Spinal Column Points	Uplift
3 to 5	8%
6 to 14	7%
15 to 25	6%
26 to 51	5%

This structure of pay award will ensure an uplift of 8 percent for all staff earning up to and including £19,333. It will ensure an uplift of at least 7 percent for staff earning up to and including £22,622. All staff earning £30,502 or less will receive an uplift of 6 percent. All staff earning between £31,411 and £65,578 will receive a minimum uplift of 5 percent.

In addition to this base pay uplift, around half of the staff covered by the negotiations are also eligible for incremental progression worth up to 3 percent.

While the overall quantum for the pay uplift for 2023-24 has not changed to that set in out in our letter dated 26 January 2023, during the Acas conciliation discussions, UCEA offered a restructured uplift from 1 February 2023 which was for an interim uplift of £1,000 on each pay point or 2 percent, whichever is greater. This represents a significant improvement to the interim uplift for many staff, particularly those on the lower pay points, as set out below:

Spinal Column Points	Uplift
3 to 41	£1,000
42 to 51	2%

The remainder of the uplift for 2023-24 would then be awarded from 1 August 2023 as detailed on page 1 of this letter.

In addition, as discussed during the Acas conciliation discussions, UCEA proposes the deletion of Spinal Column Points 3 and 4 of the national pay spine no later than the end of 2023-24, i.e. by 31 July 2024.

As we have previously noted, this offer is at the limit of the sector's affordability, and we anticipate that many HEIs will need to defer the pay award for 2023-24. As was discussed at Acas, we understand and support the need for transparency on any decision to defer implementation. The wording of the deferral clause is as follows:

*As with previous years, there is a clause that allows an HEI with extenuating circumstances to defer implementation of the pay uplifts by up to 11 months on the grounds that this is determined to be in the wider interests of the institution's sustainability or due to immediate cashflow issues. This would be done following discussion of the reasons with the institution's recognised trade union(s). This means a full deferral, i.e. without back pay.*

We will also recommend that all Post-92 HEIs that have retained separate London weightings increase these by the same percentage as our minimum uplift of 5 percent from 1 August 2023.

### **Non-pay issues**

During the Acas talks, the Joint Unions raised a number of other issues in addition to the pay uplift. The process agreed between the Joint Unions and UCEA on 11 January 2023 for the 2023-24 pay negotiations divides the process into two distinct phases. Although the consideration of issues beyond the pay uplift are for discussion in the second phase of the 2023-24 negotiation round and once negotiations on pay have concluded, UCEA have agreed, at this stage, to commit to further discussion to determine joint work needed on three items that fall within the scope of New JNCHES.

The three items were outlined in the joint unions' letter dated 15 February, and relate to:

- 1) Review of the New JNCHES Pay spine
- 2) Contract types, workload and pay gaps
- 3) Zero hour contracts

It was agreed that discussion on determining the work necessary for these items would be facilitated by Acas and would conclude by the end of February 2023.

Yours sincerely,

A handwritten signature in black ink that reads "Raj Jethwa". The signature is written in a cursive style and is underlined with a single horizontal stroke.

**Raj Jethwa**  
Chief Executive

cc Greg Barnett, UCU