

**ASSOCIATION OF UNIVERSITY TEACHERS
EDUCATIONAL INSTITUTE OF SCOTLAND
NATFHE - the University and College Lecturers Union**

2006 PAY CLAIM

1. In England and Northern Ireland in 2006, and in Wales in 2007 (excluding Welsh domiciled students), higher education institutions are introducing variable top-up fees payable by undergraduates – a change which, as the Prime Minister has acknowledged, is intended to bring additional funding into the sector for improvements to pay, as well as other items. In Scotland extra compensatory grant has been allocated to make up for the extra income available elsewhere from top up fees.
2. We note the statement of the former higher education Minister Alan Johnson in the House of Commons on 29 April 2004:

‘ ... the Prime Minister, in a speech late last year, said: "The shortfall of teaching funding has badly hit the salaries of academic staff, which have shown practically no increase in real terms over two decades." That is one of the reasons why we are pursuing the controversial measures in the Higher Education Bill. Not only are we putting in an extra £3 billion from the taxpayer, but an extra £2 billion will come through existing fees and through the increase. University vice-chancellors tell us that, in general, at least a third of that money will be put back into the salaries and conditions of their staff. That will make an enormous contribution in tackling a very serious and deep-seated problem.’
3. AUT and NATFHE are seeking an undertaking from UCEA and each of its constituent employers that the commitments given by Vice-Chancellors to Alan Johnson with regard to extra fees income that “at least a third of that money will be put back into the salaries and conditions of their staff” will be honoured. AUT and EIS are seeking an undertaking from UCEA and its Scottish employers that the increased funding for the sector announced by the Deputy Minister in 2005 will be used for pay purposes.
4. Failure to provide this commitment will send a clear message to staff within the sector, and while we are prepared to negotiate we are not prepared to accept any drawing back from the position put by Vice Chancellors in their arguments for the introduction of top up fees, as set out in the quote from the then minister above.
5. An adequate proportion of new income derived from top up fees and other sources must be used to improve pay. This proportion must be at least one third of all new income within the sector. The resulting increase in funding for pay must result in substantial percentage increases to close the gap identified in the Bett report.
6. We are willing and available to negotiate on this, including how such monies might be allocated to benefit employees and improve their terms and conditions and over what period, but will need to be in a position to report a positive outcome to the Executives of all three unions on 2 December at which point they will decide upon next steps.
7. We should be clear that a failure to respond positively and provide these commitments will lead to the existence of a trade dispute between us.
8. We are happy to make further information available on the additional estimated income available to institutions in the event that you do not have.
9. We look forward to your positive response.