

**Joint Negotiating Committee For Higher Education Staff  
PTAAS Staff Sub Committee  
C/o UNISON Education Services Group  
1, Mabledon Place  
London  
WC1H 9AJ**

Joce Prudence  
Chief Executive  
UCEA  
Woburn house  
Tavistock Square  
WC1 9HU

14<sup>th</sup> November 2005

Dear Joce

**Pay and additional resources available from top-up fees 2006/7**

The Professional Technical Administrative and Academic Staff Staff Side (PTAAS) recently met to discuss pay for 2006/7. At the meeting it was noted that the academic unions had made a claim to you (UCEA) that at least one third of the income from top up fees in England and increased funding in Scotland, should be put back into pay and conditions. We also note the commitments given by government at the time of the legislation on top-up fees that a proportion would go towards assisting staff salary.

The PTAAS meeting agreed the following points:

We are committed to single table bargaining covering all staff at the Joint National Council for Higher Education Staff (JNCHES). The current position of having two sub committees one for academic staff and one for support staff infers a difference of treatment and a potential for inequality that we are opposed to. Any discussions on distribution of additional money for pay increases should involve all stakeholders.

We have a long term pay strategy which includes year on year substantial pay increases for all staff, harmonisation of national minimum harmonised terms and conditions and a maximum 35 hour week. We also note the commitment of UCEA to get to a £6 an hour minimum for staff in the Sector from August 2006 as discussed during the 2005/6 pay discussions.

We are committed to national pay bargaining and believe that additional money obtained from top-up fees and additional funds in Scotland and Wales should be distributed on a national basis and should not involve local pay bargaining.

We have democratic procedures that need to be addressed in putting together next years pay claim that may not fit with the academic unions' claim and timelines. Notwithstanding this, we would ask that a joint meeting is convened on this issue. If a joint meeting is not possible then we would expect that the PTAAS subcommittee would be reconvened on the same day as any meeting of the Academic Staff Sub-Committee.

We look forward to hearing from you shortly.

Yours sincerely,

A handwritten signature in black ink that reads "Christina McAnea". The signature is written in a cursive style with a large, stylized "M" and "A".

Christina McAnea  
Staff Side Secretary