



Higher Education

Our Ref: MJR/VT/HE/18/05

**To: All Univ Reps and Branches
Full time Officers with responsibility for HE
Dave Trafford NEC
Sue Sharp NEC
Doug Collins AGS for information**

Dear Colleagues

Re 2005 Pay Claim

I would be grateful if can ensure this circular is conveyed to all Amicus members working in Higher Education.

This circular is to advise that negotiations with JNCHES, the negotiating forum for most staff working in Universities, met on the 23rd June at Glasgow to consider the pay claims from both academic and support unions including Amicus.

The employers side made the following offer effective from 1 August 2005:

3% increase on all pay points (old scales and Framework spine) above £13,200

Higher increases for the lowest paid of: £500 addition to pay points below £11,500; £450 addition to pay points between £11,500 and £12,500; and £400 addition to pay points between £12,500 and £13,200.

Increases in London weighting rates at post-92 HEIs of: £100 on Inner London rates; £60 on Outer London rates; £80 on GLC area rates; and £25 on Fringe Area rates.

These increases would raise minimum hourly rates in the sector as follows:

- In pre-92 HEIs using the old national scales, from £5.27 to £5.67 (+7.6%)
- In post-92 HEIs using the old national scales, from £5.31 to £5.86 (+10.4%)
- In HEIs using the Framework pay spine, from £5.33 to £5.73 (+7.5%)

The new Amicus Higher Education National Industry Committee met on 14th July, in London, to consider the offer.

The committee, by a majority vote, decided to accept the offer on pay but with some conditions applying.

These were, that the acceptance is subject to an agreed understanding between Amicus and UCEA to reopen discussions should any other union negotiate any higher percentage/salary increase or any changes to the framework pay spine or any other item Amicus considers should apply to its members.

If an understanding cannot be reached or it is not applied then Amicus reserves the right to reject the offer and revert to a ballot for industrial action.

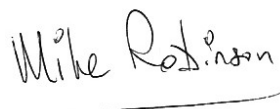
Amicus has written to UCEA today in those terms and a formal reply is anticipated.

HENIC also agreed that the offer on London Weighting will be referred to the Amicus London Region Education Committee for its consideration and advice.

Other unions are currently consulting on the offer, some with recommendations to accept.

As soon as I am able to confirm if the offer on pay will be applied I will write to you again.

Yours sincerely



Mike Robinson
National Office
Higher Education

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