



## **NJNC Management Side revised Pay Offer 4 December 2015 for Support Staff:**

### **Improved Pay offer for 2015/2016**

The Management Side offers for 2015 / 16:

- A consolidated 1% uplift for all employees (or)
- £300 pro rata for employees earning below £30k (whichever is the greater)
- The sector will pay the living wage for its directly employed staff.

### **Commitments from the Management Side**

- The Management Side is committed to securing living wage accreditation for all colleges, the management side and the trade unions will work to achieve this by December 2016.
- Standardisation of the working week to 35 hours, with no detriment to earnings, the Management Side will work to achieve this standardisation by April 2016.
- To provide on a pro rata basis an additional unconsolidated two days annual leave entitlement for all support staff for 2015/16.
- To provide a minimum of 27 days leave pro rata, with no impact on the maximum entitlement from April 2015.
- Address as a priority leave entitlements across the sector by 31 March 2016
- Will commit to look at a flat cash settlement from 2016
- If there is any change to the % increase or flat cash settlement to lecturers, the support staff will receive this
- To establish a short life working group, to develop an agreed timetable inclusive of a route map of key priorities and key deliverables, by 31 March 2016. The Management Side believe this offers the best prospect of introducing a workforce modernisation programme inclusive of standardisation and harmonisation across the sector. The management side envisage such a route map addressing:
  - A national job evaluation scheme
  - A national pay and grading scale
  - National Conditions of service
  - National Pay Protection

Pay award will be effective from April 2015.

### **Implementation Notes:**

The pay award will be applied pro rata to employees on pay protection, on an unconsolidated basis.

The Living wage will be applied in the first instance then the £300 pro rata