**HE pay negotiations 2020-21**

In light of the coronavirus pandemic, the university employers and trade unions have agreed a temporary delay to this year's pay negotiations, and will jointly keep the situation under regular review.

**Statement:**

*UCEA and the joint trade unions, as the parties to JNCHES, understand that the current threat posed by the Covid-19 is unprecedented and is impacting the ability to conduct normal operations for many organisations, including both HEIs and unions. UCEA and the trade unions are committed to working together to get through the current situation.*

*A particular issue is the inability, given current restrictions, to hold full negotiating meetings.*

*This year’s negotiating round on pay was due to begin on 31 March. Given that the pandemic has caused significant disruption, as well as impacting vital health and other public services, the parties to JNCHES have agreed to a temporary delay in this year’s negotiating round.*

*In reaching this decision, both parties understand that this is a unique situation which should not set a precedent for future negotiating rounds.*

*Both parties agree to a mechanism for regular contact and joint monitoring of the situation in respect of Covid-19. This will principally be through the Chief Executive and Chair of the Board on behalf of UCEA, and by the Union Side Joint Secretaries on behalf of the joint trade unions. The decision on when to re-commence the negotiating round will be based on a recommendation from this group. In making this recommendation, the group will monitor Government advice, particularly in relation to travel and working arrangements, factoring in the need on both sides to refresh the mandate for negotiations.*