



## ***Higher Education***

Our ref: MJR/VT/HE/06/05

**TO: All Univ Reps and Universities  
Full Time Officers responsible for HE  
Dave Trafford NEC  
Sue Sharp NEC  
Paul Talbot AGS for information  
Doug Collins AGS for information**

Dear Colleague

### **Framework Implementation and Red Circling**

This is to advise colleagues that the Framework agreement does not prevent negotiators from insisting normal annual cost of living allowances or RPI for staff on red-circle pay. If any negotiators do get agreement that red circle salaries are included in RPI increases or better can they please let the Higher Education Office know.

Also colleagues will be aware that the Framework mentions a four year pay protection period for red circle salaries. There is nothing to prevent negotiators from introducing periods longer than four years.

The four year limitation arose because at the time of discussions on the Framework negotiations at JNCHES, Unison were pursuing Kings College, London to an Employment Tribunal, seeking to limit or remove red circling altogether. This impacted on the JNCHES discussions, hence the four year period.

Thankfully the Tribunal threw out Unison's case and ruled that red circling was an acceptable way to even out the introduction of new pay grades. It did not however make a ruling in how long red circling should apply.

Amicus believes that there are many circumstances where longer red circling periods are appropriate (when someone is approaching retirement for example).

If representatives are able to negotiate longer periods, even on an individual basis, can they let the Higher Education office know

Yours sincerely

A handwritten signature in black ink that reads "Mike Robinson". The signature is written in a cursive style and is positioned above a horizontal line.

**Mike Robinson**  
National Office  
Higher Education