

## JNC Enhanced Report, 18 January 2024

**Please note:** The committee has approved the publication of this report (but it has not been approved by UCU).

### Attendees

Committee members	Observers
Akbar Khan (Chair)	Dr Deepa Driver, UCU observer
Margaret Monckton (UUK)	Vivienne Stern, UUK CEO
Sharon Moore (UUK)	Raj Jethwa, UCEA CEO
Mike Shore- Nye (UUK)	Dr David Watts, USS observer
Cliff Vidgeon (UUK)	Sarah Joss, UCU observer
Anthony Odgers (UUK)	
Donna Brown (UCU)	
Dr Marion Hersh (UCU)	
Professor Taylor- Batty (UCU)	
Dooley Harte (UCU)	
Dr Jackie Grant (UCU)	

### Update from the Trustee

A Trustee representative provided an overview of the proposed legislative changes due to [the abolition of the Lifetime Allowance](#). The group discussed the limited timeframe for the change, as it is expected to be implemented in April 2024, but the final legislation is yet to be published. The group discussed how best to fully consider the impacts whilst also ensuring a timely change to the scheme rules, and it was agreed that an overview of members who may be impacted would be drawn together by Trustee representatives.

The Committee also approved several minor changes to the scheme rules to correct minor typographical errors and update references to reflect the latest legislation. The approved changes have no practical impact on the application of the scheme rules.

### Stakeholder updates

#### UUK & UCEA

The UUK and UCEA CEOs provided an overview of the business case for the transfer of employer responsibility on USS matters from UUK to UCEA.

They noted that the [role of UCEA](#) is considering remuneration and benefits across the HE sector as well as representing employers in national negotiations on pay and public sector pension schemes and explained their shared belief that this makes UCEA a more suitable representative in USS governance than UUK, who are [primarily focused on shaping policy that affects the HE sector](#).

The transfer to UCEA would make them the single sector body considering all remuneration matters and the [findings of the USS Joint Expert Panels](#) suggested this as a potential improvement to scheme governance.

They noted that both the UCEA and UUK Boards have agreed to the transfer in principle.

A UCU representative asked if the transfer could impact on direct engagement and agreement between UCU branches and their employer. A UCEA representative explained there is no intention to change any current ways of working at branch/employer level.

Non-restricted (NR)

A UCU representative asked if UCEA stand behind the [recent joint UUK and UCU statement on USS](#). A UCEA representative confirmed that they do.

The group went on to have a detailed discussion on the timeframe for the transfer, and the ongoing engagement between UCU, USS, UUK and UCEA to reach this juncture.

#### Additional matters covered at the meeting

A UCU and UUK representative noted the development of a joint proposal paper on the structure for fees paid to JNC negotiators. The group discussed the role of the USS Remuneration Committee in considering the proposal and the metrics used to evaluate the proposal.