



Members' Newsletter, October 2024

Grades 1, 2 and 3 boundary changes

After many months of stop-start discussion, we've reached agreement with the University that shifts the pay grade boundaries from November.

All support staff are in jobs which are graded 1 to 9, according to the job description.

These grades are mapped onto a schedule of annual salaries by spinal point, so that each grade covers a group of spinal points. Support staff normally receive increments every April, which move the employee up the spinal points until the top spinal point of the grade is reached.

Whilst the spinal point values are negotiated nationally with UCEA (the employers' organisation), the grade boundaries and where they sit are determined locally and have not been changed since the Framework Agreement in 2008.

Grades 1, 2 and 3 currently cover spinal points 5 - 7, 8 - 11 and 12 - 16,

but will move to 10 - 11, 12 - 13 and 14 - 16.

This will make nationally agreed spinal points 5 to 9 irrelevant at the University from November and all members of staff at grade 1 or 2 and a group of newer members of staff at grade 3 should see a change in spinal point in November as a result of this.

The University will first, from October's pay, make sure everyone is earning the Real Living Wage (RLW, currently £12/hour) so many people will see a change in pay at the end of October.

Then spinal points for many will change in November, meaning that grade 2 and some grade 3 people will see a further increase.

In March 2025, when the second part of the pay award comes in, everyone will be on a spinal point above the RLW and there will no longer be a need for supplements.

Whilst this is a very necessary tidying up exercise, as the minimum wage was catching up with the national pay spine, it's a concession from the University that would not have been possible without our branch being serious about winning strike ballots and then being prepared to see the action through.

Thanks to everyone who's been involved in that over the last few years.

Currently

Grade	Spinal Point
1	5
	6
	7
2	8
	9
	10
	11
3	12
	13
	14
	15
	16

From November 2024

Grade	Spinal Point
1	10
	11
2	12
	13
3	14
	15
	16

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2024-25 Pay

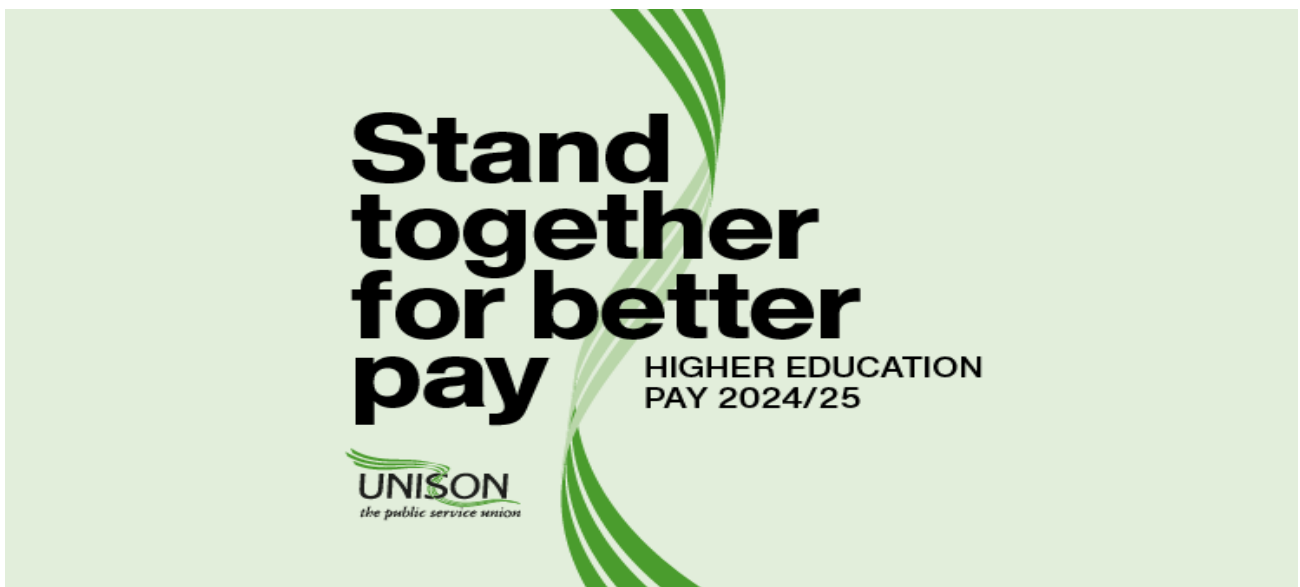
So from October, everyone will receive the first part of the pay rise, backdated to August 2024.

In November, those affected by the grade boundaries should see an increase in pay as a result of the changes.

Then in March next year, we'll all see the second instalment of the pay rise, which will vary according to spinal point.

Everyone will see an increase somewhere between 2.5% and 5.4% as calculated on the whole year.

The staggered pay rise makes everything unnecessarily complicated and is a product of protracted negotiations throughout 2024. UCEA wanted to hold back a final uplift to allow some institutions to manage their cashflow, which indicates the financial difficulties that some universities are facing.



As it stands, most UNISON branches (excluding this one) across the UK are preparing for balloting for strike action over this pay offer. Whilst it's not terrible in relation to the current rate of inflation (August RPI 3.5%), it does not address the drop in income cause by the massive spike in prices recently and we know that many of our members are struggling, even on "medium" level pay grades.

If the ballots are paused (and they could be given that UCU are only consulting members) then it does allow for talks with UCEA on a variety of issues, but what this might look like is still overshadowed by the funding crisis facing the sector that is yet to be resolved.

There's been talk of an inflationary increase to the £9,250 tuition fee, bringing it up to £10,500 in a few years, but this doesn't feel like it will solve the major problem and just dumps more debt onto a generation of young people.

UNISON demands and will be campaigning for proper funding of the sector through general taxation.



Support Grade	Spinal point	Current Salary	Hourly rate £	From 01/08/24	Hourly rate £	Support Grade	Spinal point	From 01/11/24	Hourly rate £	From 01/03/25	Hourly rate £
1	5	20,880	10.82*	21,780	11.29\$						
	6	20,948	10.86*	21,848	11.32\$						
	7	21,254	11.02*	22,154	11.48\$						
2	8	21,543	11.17*	22,443	11.63\$						
	9	21,828	11.31*	22,728	11.78\$						
	10	22,214	11.51&	23,114	11.98\$						
	11	22,681	11.76&	23,581	12.22\$						
3	12	23,144	12.00&	24,044	12.46\$	1	10	23,114	11.98\$	23,414	12.14
	13	23,700	12.28	24,600	12.75\$	11	11	23,581	12.22	23,881	12.38
	14	24,248	12.57	25,148	13.03\$	2	12	24,044	12.46	24,344	12.62
	15	24,533	12.72	25,433	13.18\$	13	13	24,600	12.75	24,900	12.91
	16	25,138	13.03	26,038	13.50\$	3	14	25,148	13.03	25,448	13.19
	17	25,742	13.34	26,642	13.81\$	15	15	25,433	13.18	25,733	13.34
4	18	26,444	13.71	27,344	14.17\$	16	16	26,038	13.50	26,338	13.65
	19	27,181	14.09	28,081	14.56\$	4	17	26,642	13.81	26,942	13.96
	20	27,979	14.50	28,879	14.97\$	18	18	27,344	14.17	27,644	14.33
	21	28,759	14.91	29,659	15.37\$	19	19	28,081	14.56	28,381	14.71
	22	29,605	15.35	30,505	15.81\$	20	20	28,879	14.97	29,179	15.12
5	23	30,487	15.80	31,387	16.27\$	21	21	29,659	15.37	29,959	15.53
	24	31,396	16.27	32,296	16.74\$	5	22	30,505	15.81	30,805	15.97
	25	32,332	16.76	33,232	17.23\$	23	23	31,387	16.27	31,637	16.40
	26	32,982	17.10	33,882	17.56\$	24	24	32,296	16.74	32,546	16.87
	27	33,966	17.61	34,866	18.07\$	25	25	33,232	17.23	33,482	17.35
6	28	34,980	18.13	35,880	18.60\$	26	26	33,882	17.56	34,132	17.69
	29	36,024	18.67	36,924	19.14\$	6	27	34,866	18.07	35,116	18.20
	30	37,099	19.23	37,999	19.70\$	28	28	35,880	18.60	36,130	18.73
	31	38,205	19.80	39,105	20.27\$	29	29	36,924	19.14	37,174	19.27
	32	39,347	20.39	40,247	20.86\$	30	30	37,999	19.70	38,249	19.83
7	33	40,521	21.00	41,421	21.47\$	31	31	39,105	20.27	39,355	20.40
	34	41,732	21.63	42,632	22.10\$	7	32	40,247	20.86	40,497	20.99
	35	42,978	22.28	43,878	22.74\$	33	33	41,421	21.47	41,671	21.60
	36	44,263	22.94	45,163	23.41\$	34	34	42,632	22.10	42,882	22.23
	37	45,585	23.63	46,485	24.09\$	35	35	43,878	22.74	44,128	22.87
	38	46,974	24.35	47,874	24.81\$	36	36	45,163	23.41	45,413	23.54
	39	48,350	25.06	49,250	25.53\$	37	37	46,485	24.09	46,735	24.22
8	40	49,794	25.81	50,694	26.28\$	38	38	47,874	24.81	48,148	24.96
	41	51,283	26.58	52,183	27.05\$	8	39	49,250	25.53	49,559	25.69
	42	52,815	27.38	53,715	27.84\$	40	40	50,694	26.28	51,039	26.45
	43	54,395	28.19	55,295	28.66\$	41	41	52,183	27.05	52,565	27.25
	44	56,021	29.04	56,921	29.50\$	42	42	53,715	27.84	54,135	28.06
	45	57,696	29.91	58,596	30.37\$	43	43	55,295	28.66	55,755	28.90
9	46	59,421	30.80	60,321	31.27\$	44	44	56,921	29.50	57,422	29.76
	47	61,198	31.72	62,098	32.19\$	9	45	58,596	30.37	59,138	30.65
	48	63,029	32.67	63,929	33.14\$	46	46	60,321	31.27	60,907	31.57
	49	64,914	33.65	65,814	34.11\$	47	47	62,098	32.19	62,728	32.51
	50	66,857	34.65	67,757	35.12\$	48	48	63,929	33.14	64,605	33.49
						49	49	65,814	34.11	66,537	34.49
					50	50	67,757	35.12	68,528	35.52	

* Below the £11.44 national minimum wage

& Below the Real Living Wage, currently £12.00/hour

\$ Supplement to bring pay up to RLW, or £12.00/hour