

Dear Colleague

### **The University of Edinburgh Pay and Reward Modernisation Agreement 2006**

The University and its recognised trade unions (Amicus, UCU (formerly AUT) and UNISON) are very pleased to have agreed on a new package for University staff and to now be able to write to you with details. This Agreement has been achieved through partnership working and fulfils our commitment to implement the 2004 national Framework Agreement for the Modernisation of Pay Structures in the University of Edinburgh. Our Agreement provides an overall 'package' which covers almost all staff<sup>1</sup> and which simplifies and improves a whole range of pay, grading and conditions of employment. A summary is attached to this letter and you can find out even more by attending a roadshow and/or looking at the full agreement (see below for how to do this).

Implementation is subject to approval by the recognised unions' national offices and to a successful ballot of members locally which is expected take place shortly. Assuming acceptance, staff will be notified of their individual position in October. The timing is such that, provided the ballots go ahead shortly and members vote in favour, the new pay scales will be implemented in October salary payments, with backdating to 1 August 2006.

The most important facts to which we would like to draw your attention are:-

- There will be a new, single ten-grade structure for all staff<sup>1</sup>.
- Instead of the many different sets of employment conditions for the old 'staff groups', terms and conditions have been made simpler and more equitable, with most covered by only two variations (for Grades 1 to 5 and Grades 6 to 10) and many being the same or very similar for everyone.
- We have achieved our goal of a 35 hour working week for staff with fixed hours – resulting in much improved hourly rates, as well as improvements in holidays and other conditions, for our lowest paid staff. So far, only a minority of Universities have managed to do this. There are also one-off payments for manual staff currently on a fixed 38-hour week (or pro rata) to recognise the previously agreed delay in the reduction of hours for those staff.
- We have adopted the same approach to grading for all jobs, based on matching jobs to openly published grade profiles. As well as being more transparent and treating staff in the same way, this helps to ensure that we meet our obligations for equal pay for work of equal value.
- Most staff will receive a small salary increase by assimilating to the new pay spine (in addition to the recent national pay award).
- All grades will now have some form of incremental progression and in some cases the top and/or the bottom of grades is higher than for comparable old grades.
- All staff will be eligible for consideration for extra financial reward for exceptional 'contribution' in their job and/or to the University. (We have agreed the principles for this and it will be introduced later in 2006/7.)

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<sup>1</sup> Clinical academics and some other groups whose pay structures are determined outwith the JNCHES national agreements are not covered by this Agreement. Full details are available at [www.humanresources.ed.ac.uk/paymodernisation/Home.htm](http://www.humanresources.ed.ac.uk/paymodernisation/Home.htm) or from your HR department.

- We are committed to further work to ensure equitable and fair ways of meeting specific circumstances where market pressures need to be taken into account in individuals' pay.

These changes will add around £5.5 million to the University's pay-bill in 2006/07 on a recurrent basis over and above the national pay awards. The University has planned and budgeted for this and all parties to the Agreement see this as a crucial investment in our staff, and necessary in order to create a modern and equitable basis for reward in the future.

The new grade structure and terms and conditions comprise a whole 'package'. Some aspects will change very little for some staff groups and others will change more significantly. This was essential to create a pay and reward package which, as well as being competitive, is fairer and more inclusive.

There will be a series of 'roadshows' around the University over the coming weeks to provide an opportunity to explain the package further and to answer questions. These are open to all staff and will be held as follows:

21 August	1-2pm	Swann Building Lecture Theatre, Kings Buildings
23 August	1-2pm	Small Lect Theat, Queen's Medical Research Inst, Little France
24 August	4-5pm	Lecture Theatre, St Mary's Land, Moray House
25 August	1-2pm	David Hume Tower, Lecture Theatre A
28 August	1-2pm	Lower Lecture Theatre, Easter Bush Estate, Roslin
30 August	1-2pm	Lect Theatre, Queen's Medical Research Institute, Little France
31 August	1-2pm	G08 Lecture Theatre, William Robertson Building
1 <sup>st</sup> Sept	1-2pm	4 <sup>th</sup> Floor Lect Theatre, Outpatient's Building, Western Gen Hosp
5 <sup>th</sup> Sept	1-2pm	Swann Building Lecture Theatre, Kings Buildings
6 <sup>th</sup> Sept	1-2pm	David Hume Tower, Lecture Theatre A

Alternatively, if you have any queries contact either [paymodernisation@ed.ac.uk](mailto:paymodernisation@ed.ac.uk), your local HR department or your trade union representative.

You are recommended to read the full documents that make up the Agreement, which are available at [www.humanresources.ed.ac.uk/paymodernisation/Home.htm](http://www.humanresources.ed.ac.uk/paymodernisation/Home.htm) or, if you do not have access to a computer, from your manager or HR department.

Yours sincerely

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