



## UoB Briefing

### Pay update – Non-clinical and academic related staff

10 October 2018

Dear colleagues,

You may recall that I wrote to you in August advising you of the University's decision to implement a 2% pay increase in the August payroll for all non-clinical academic and related staff, which you should have been receiving since then.

This 2% increase was the final offer made by the Universities and Colleges Employers Association (UCEA) through the national negotiating machinery. Since then, the University and College Union (UCU) has balloted its members nationally over its proposal to take industrial action. I therefore wanted to set out the main factors which explain this year's 2% award.

This year's increase is higher than those of recent years and is one that seeks to maintain sector pay competitiveness despite major uncertainties such as the current Government Review of Post-2018 Education and Funding, the future costs and benefits of the USS pension, and significant concerns over the future sustainability of universities.

The national 2% pay increase is, of course, just one element in the total pay, reward and recognition scheme at the University. Pay increases for many staff will also include annual increments, promotion and other contribution-related pay increases, which amounts to an additional average increase of 2%.

The University continues to invest significantly in its staff, with overall staffing numbers having recently grown to more than 8,000. The growth in academic staff numbers is particularly strong and has increased by 225 in the past twelve months. While an across the board salary increase to all staff will not affect our gender pay gap, we have already implemented a

number of measures that are helping to reduce that gap. A more detailed update on this will be provided in the next UoB Matters.

We are very aware of the current uncertainties surrounding future USS costs and benefits. The Joint Expert Panel set up by Universities UK (UUK) and UCU, as the respective representatives of employers and scheme members, has recently published its first report and set out further proposals regarding the 2017 scheme valuation, and work is being undertaken nationally to establish an agreed way forward. Employer and employee contributions will both increase from April 2019 and we will provide further updates on USS during the coming weeks as the various consultations progress. The latest information can be found [here](#).

UCU is seeking approval from its members for strike action and action short of a strike, including not rescheduling lectures or classes cancelled as a result of strike action, as well as a marking and assessment boycott. This action is directly targeted at students. In such circumstances, the student experience would be our first priority and we would ask colleagues who are members of UCU to think about this when considering the ballot. We hope that colleagues will continue to see that we are committed to a moderate and reasonable approach to managing employee relations.

Best wishes,

**Professor Tim Jones**

Provost and Vice-Principal

