

## Joint union pay claim 24/25 – headline claim

While a minority of staff saw decent increases in salary last year, this was weighed against historic erosion in pay and the necessity of accepting cuts to terms and conditions.

In addition, the majority of staff saw no meaningful restoration of the real terms value of their pay, when using measures of inflation that best approximate the impact on the lowest paid (observing that all support staff remain under the UK mean average salary).

Our pay claim this year has as a necessary starting assumption a fair settlement to the matters that UNISON in particular are in dispute over relating to pay spine reform - our claim is predicated on assessments of the impact on **professional services** staff salaries from inflation - with the situation for those remaining on support staff terms and conditions being much worse.

In addition we bore the following key factors in mind when considering our claim for this year:

- RPI inflation is currently at around 4%, with it being projected to fall to 3% by the end of the year
- The national joint union Higher Education claim is for RPI + 2% or £2,500 (whichever is larger) - given the above this would mean a range of between 11% - 7.3% when applied to University pay scales
- While pay erosion of the national scale has been more severe, it's also the case that that the national claim is perhaps necessarily cautious on the matter of pay restoration given the variety of financial situations across the sector
- The financial concerns expressed to us in our pre-pay discussion on the 10 April notwithstanding, the University remains in an enviable financial position this year and is (we estimate) in a position to make an offer that makes modest progress against real terms pay erosion for **all groups of staff**
- With the impact of inflation on real salaries so variable across the pay spine, we think a flat rate increase to all spinal points would be the fairest approach to take this year

Given the above, the joint union claim for this year is for:

- A fair settlement on the issues remaining from last year's pay spine negotiations, namely the rates of night and weekend allowances, the inclusion of all groups of staff in the system of allowances and an increase in 2023/24 pay to account for those who faced a decrease in real pay
- The University to become a foundation living wage employer, to ensure it is fulfilling its civic duty and uplifting those around and associated with the institution rather than just those who work directly here
- An increase of **10%** on all spinal points - i.e in the range of the national higher education claim and making modest progress against pay lost to erosion in previous years.

**UNISON, UNITE and GMB**