



Michael Moore, UNISON

cc. Jim Price, UNISON

03 October 2025

Sent by email

Dear Mike,

Thank you for your time in the last few weeks, in continuing to discuss a potential resolution to the current dispute related to the 2024/25 pay settlement, and the settlement for 2025/26. I appreciate that it will have been a difficult decision for the Branch to have postponed the strike/s scheduled for last week and this and would like to thank you for reaching that decision as a gesture of goodwill.

I acknowledge your proposal for a one-off (non-consolidated) payment of £400 and a review of the Christmas closure period in order to reach a resolution of the 2024/25 dispute, without consideration of the 2025/26 settlement.

As you know, we are keen to settle both that historical dispute and the pay claim for 2025/26. Noting your willingness to consider alternatives, we would like to confirm the following counter proposal, made verbally in our meeting yesterday:

- A one-off, non-consolidated payment of £450, for each member of staff (1 x FTE) in Grades 2-5, in order to settle the dispute related to 2024/25, pro-rated for staff working less than full time. This would be predicated on reaching a settlement for 2025/26.
- The percentage increase offer for 2025/26 to remain at 1.4%, to be effective from 01 August 2025. As you know, this aligns with the National offer and provides for more money in your members' pockets earlier.
- Serious consideration to becoming an accredited Real Living Wage (RLW) employer, alongside operation of the working groups on PDRs, workload, and sickness absence issues, already agreed.
- Co-create a roadmap towards a minimum hourly rate of £15ph.

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The combination of the proposed one-off payment and 1.4% increase creates an overall increase in 2025/26 of between 2.67% and 3.29% on the average Grade 2-5 salary, for this year. Additionally, if this is coupled with the 2.8% increase in hourly rates as a result of implementation of the 35 hour week, as agreed as part of SSPR, this provides a total overall increase of between 5.47% and 6.09%.

It is not our intention to review the Christmas closure days in this year.

Please be aware that the working groups, RLW considerations, and roadmap to £15 ph will not go ahead unless the pay elements are agreed. The offer is made in full and final settlement of pay claims for 2024/25 and 2025/26.

I hope that you will give this offer serious consideration and look forward to receiving your response.

Yours sincerely,

Andrew Page

Andrew Page
Director of People and Culture

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