



SRUC

JOINT PAY CLAIM 2017-18

The joint pay claim on behalf of Prospect, EIS and Unison for 2017-18 is set in the context of challenges faced by our members and against a background of the worst crisis in living standards in generations. The TUC have said that workers are experiencing the longest fall in real wages since the 1870s, and our members have faced a significant reduction in the buying power of their incomes.

All inflation measures, including CPI, RPIJ and RPI are seeing drastic increases already, and significant increases in inflation are predicted to continue throughout 2017, further eroding the real terms value of our members' pay.

Professorial pay has seen significant increases, and career and income paths in Consultancy are also experiencing significant developments. The recently published strategy consultation document highlights opportunities, challenges and organisational changes that will impact directly on members across SRUC; it is clear that engaged, motivated and fairly rewarded staff will be a key essential factor in its success. Staff across SRUC already contribute substantially to the development of the organisation, and we believe that contribution must be recognised in an appropriate increase in pay for all, particularly when related to the implementation of this new strategy and its linked change programme.

Our pay claim therefore has been carefully considered in light of the above and we believe it to be affordable and realistic:

- A cost of living pay rise for all staff of at least RPI plus 3% or RPI plus £1200 whichever is greater;
- £10 per hour minimum wage with SRUC becoming a foundation employer ensuring all campus staff are paid at least the foundation living wage;
- SRUC to pay all progression payments due to all staff and shorten journey times
- Confirmation of a No Compulsory Redundancy guarantee;
- An agreed system for calculating holiday pay which includes overtime and all other qualifying pay elements to be in place by August 2017;

- Immediate implementation of the previous commitment to review pay and grading across the organisation based on an agreed job evaluation system;
- 35 hour working week (with no reduction of pay), and an increase in annual leave allowances, commensurate with the output of the pay and grading review;
- Agreed framework to tackle excessive workload by carrying out suitable and sufficient workload risk assessments, to identify and implement measures to control risk associated with unreasonable working hours and workload intensification;
- Equality as a central feature of pay determination with regular equal pay audits and an agreed framework for action to close the gender pay gap by 2020;
- All service benefits to be available to staff across SRUC within 3 years or less;
- Pay related allowances to increase by the agreed settlement figure, non-pay related allowances to increase by the rate of inflation (RPI);
- Agreed framework for action to reduce the proportion of staff in precarious employment including casual worker and zero hour contracts, agency staff and self-employment through moving staff onto pro-rate contracts to ensure that pay reflects the rate-for-the-job of permanent staff and that all hours worked are paid;
- All staff on hourly contracts to be given the same percentage increase in pay as the main pay award.

We look forward to your early reply and to arranging meeting dates when we will be able to expand on our reasoning behind each particular aspect of our claim.

Jane Rose

Prospect Negotiations Executive

Anne Keenan

EIS National Officer

Douglas Black

Unison National Officer