

**Our Ref: Pay Review 2017-18**

29<sup>th</sup> November 2017

**EIS, PROSPECT, UNISON**

**JOINT PAY CLAIM 2017-18**

Following our meeting in Kings Buildings on Friday, 24<sup>th</sup> November 2017, I am writing to confirm SRUC's position concerning the 2017-18 pay offer. During the meeting SRUC provided details of the rationale supporting a pay offer of 1.7%, which can be broadly summarised as:

- An initial offer of 1% was revised to 1.5%, then finally uplifted to 1.7%.
- The final offer is fully representative of the JNCHES national settlement for the HE sector and exceeds the budgetary provision originally set for pay review purposes.
- The offer reflects the periods of financial instability SRUC has experienced in recent years, with recurring patterns of marginal surplus or shortfall results being repeated year-on-year.
- The impact of pension funding deficits is another significant influence on the limits of the pay offer.
- These combined factors result in the current offer of 1.7% across-the-board being the absolute limit of financial affordability for SRUC in the period 2017-18 and as such is confirmed as the best and final offer available for the consideration of the joint trade union negotiating team.

I can also provide the following response to the wider aspects of the pay claim.

SRUC remain committed to a Pay & Grading Review involving the definition of a reward structure based on relevant market rate information to provide a single framework for salary progression in SRUC (with the exception of Professorial Pay which is governed by a separate protocol).

The terms of reference and principles previously shared with Branch Secretaries set out the basic scope and remit for the review process. SRUC cannot commit to Pay & Grading being considered a process of upward harmonisation to align terms and conditions of employment for all staff. We will begin the process of procuring suitable external expertise to support the review and will involve Branch Secretaries in the selection process.

SRUC are unable to agree to a No Compulsory Redundancy Guarantee. The strategic change programme will thoroughly explore current operating models and structures, creating an Academic Group that fully integrates and capitalises on the success of the existing Research and Education Divisions. As discussed at the meeting we are willing to jointly develop a Hierarchy of Avoidance Agreement to mitigate the possibility and impact of compulsory redundancy in the event of such situations arising.

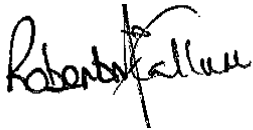
In discussing the main elements of the trade unions claim it is clear that the gap between the claim and the SRUC offer remains significantly adrift and as such is unlikely to be resolved to a mutually acceptable compromise.

Please note, in the absence of an agreed settlement, it is the intention of SRUC to apply the increase of 1.7% to all eligible employees in January payroll.

I hope you will reflect on the proposal and consult your union members on this best and final offer. I look forward to hearing from you at your earliest convenience.

Yours sincerely,

PP

A handwritten signature in black ink, appearing to read 'Gavin Macgregor', written in a cursive style.

On behalf of  
**Gavin Macgregor**  
**Director of Professional Services**