

Memorandum of Understanding Between the Educational Institute of Scotland and SRUC

1. This is an agreement between the Educational Institute of Scotland (the EIS) and SRUC. The provisions of this agreement will be adopted by the EIS and SRUC through the JNCC in the Framework Agreement that will underpin the transformation of pay and grading at SRUC. The implementation of a new pay and grading structure will be carried out in partnership with JNCC in accordance with the Recognition and Procedural Agreement (RPA) and in line with this agreement.
2. The EIS will declare that the pay and grading dispute is resolved, and the associated industrial action will cease upon the signing of this memorandum.
3. SRUC and the recognised trade unions at SRUC will work in partnership to design a pay and grading structure that will include in its scope all SRUC staff except for the Executive Leadership Team and those staff currently assigned to a professor grade, beyond the professorial minimum.
4. The pay and grading review will deliver a structure that will reflect SRUC's unique nature in Scotland. The development of the pay structure will be underpinned by the following principles:
 - It will be underpinned by a job evaluation scheme which is analytical, thorough, impartial, gender neutral and reliable,
 - It will be developed in partnership with the recognised trade unions,
 - It will support the achievement of equal pay for equal work, with the application of pay points to staff being transparent, consistent and fair,
 - Provides for salary and career progression to attract, retain and motivate staff, rewarding appropriately their knowledge, experience and contribution.
5. The pay and grading review, and development of the pay and grading structure will be underpinned by the job evaluation process and will be benchmarked against the sector developing a pay and grading structure that will align academic grades to the HEI sector norm. Similarly, based on job evaluation outcomes, apply academic salaries commensurate with HEI sector norm. The final pay and grading structure and subsequent assimilation of SRUC staff to it will be subject to collective bargaining under the JNCC framework.
6. The specifics of the job evaluation process for each role will be negotiated further as the project evolves. SRUC proposes to evaluate Academic roles against the recently negotiated role generic profiles detailed below:
 - Teaching Instructor/Research Assistant
 - Teaching Associate/Research Associate
 - Lecturer / | Research Fellow
 - Senior Lecturer/Reader
 - Professor
7. The implementation of the new pay and grading structure will take place as soon as is practicable following the job evaluation process and the agreement at the JNCC of the new pay spine, grading structure and assimilation arrangements. Notwithstanding the date of actual implementation, the parties agree that any increase in pay that arises as a result of the job evaluation and pay and grading agreement will be backdated to **1 August 2022 (the**

'pin date'). Subject to agreement at the JNCC, it is the intention of the parties that any backpay arising from the pay and grading review will be phased in over two years in two equal steps, from the pin date. Back pay will be paid to those staff who are eligible at the date of the implementation of the new pay and grading structure. New joiners in eligible roles who commenced work after the agreed pin date will have any back pay applied from their start date.

8. SRUC academic staff pay harmonisation into the new pay bands and associated “salary Journeys” within a band will be subject to collective bargaining under the JNCC and will be undertaken in a timely manner at the point there is clarity on the impact of the new pay structure on staff and in advance of this being implemented. It will take existing staff (i.e. staff in post by the date of implementation) no more than 4 years to reach the top of their new pay grade.
9. The pay and grading review will align SRUC to the New JNCHES national pay spine. Pay bargaining is currently undertaken by negotiation with the recognised trade unions under collective bargaining at the JNCC.
10. All staff will have a normal expectation of annual progression within the pay range for their grade. The arrangements for this will be negotiated with the joint trade unions. In principle the arrangements will be operated with demonstrable fairness, transparency and will be designed to offer equal opportunities for all staff in each particular grade, and to reward the acquisition of experience.
11. There will be an accessible career pathway for all academic staff at SRUC. The academic progression model currently being negotiated between SRUC and the recognised trade unions will clarify promotion procedures for all academic staff.
12. Career progression models will be developed as appropriate for other areas of SRUC’s workforce and where applicable, in agreement with the trade unions that represent those areas.
13. SRUC will provide greater access to SRUC undergraduate/ post-graduate courses and other appropriate professional qualifications under the current sponsored education programme and provide study and exam leave as appropriate as determined in the special leave of absence policy. The exception to this being Academic qualifications where study and exam is incorporated in the Workforce Allocation Model (WAM).
14. There is acknowledgement and agreement that the implementation of the new pay and grading structure will necessitate pay protection. The arrangements for red circling will be agreed through the JNCC prior to implementation, will take into account sector norms and will be for a period which is appropriate, necessary and proportionate so as to avoid any unjustifiable pay inequality arising from the protection arrangements.
15. Green circled staff will be promoted to the appropriate higher grade in line with the outcome of the job evaluation process. Assimilation process will be subject to collective bargaining under the JNCC and in advance of this being implemented.
16. SRUC with the support and endorsement of the recognised trade unions at SRUC will make an application for additional funds from the SFC to support the implementation of the pay and grading.

17. EIS agree in principle to the outline project plan developed by SRUC and ECC to deliver the project under the oversight of the JNCC and subject to the adoption of this MoU into the final Framework Agreement and associated Project Plan.
18. SRUC and EIS agree that neither party will cause undue delay to the process and will use all reasonable endeavours to reach timely agreements on the framework at key points in the project to be agreed by JNCC. The agreed pin date is underpinned on the basis that the project plan and any associated risk register needs to be detailed and agreed to upfront. The project plan therefore will set out the agreed milestones for both sides to remain focused, agile and flexible, and encourage openness and transparency in how the project progresses.
19. Neither party wishes to see any further delay in this process.
20. Both SRUC and EIS are entering this agreement in good faith and with a willingness to 'reset' the relationship and to work very differently together.
21. This Memorandum of Understanding is a bilateral agreement between the EIS and the SRUC, it is not legally enforceable but is binding in honour on both parties. Its signatories are authorised to make such an agreement.

Authorised SRUC Signatory

- Name:
- Date:
- Signature

Authorised EIS Signatory

- Name:
- Date:
- Signature