

Edinburgh Napier University formal offer to end the current pay dispute 2022/23 with UNISON and EIS, dated 24th January 2023

Consolidated Pay Elements

- Pay colleagues in Grades 2-7 an additional increment backdated to 1 October 2022. Those on the top of their pay grade will move to the next incremental pay point. This in effect changes the pay grades and introduces an additional point and overlapping spine points (see Appendix A). The introduction of additional points enhances pay ranges and future earnings. Point 50 would be introduced to the pay structure to facilitate this change.
- Those who are due to receive an annual service-related increment will continue to receive this in the normal way.

Non-Consolidated Pay Elements

- Pay all staff in Grades 2-7 a non-consolidated payment.

The non-consolidated payment amount is determined by reviewing the value of the consolidated additional increment over the 10 month period (1 October 2022 to 31 July 2023) and paying the difference between this amount and £1,250 (Appendix B).

These additional non-consolidated payments range between £262 and £949 for colleagues on pay points 9 to 34. A payment of £250 will be paid for colleagues on pay points 35 and above to grade 7.

Payment Terms

- Subject to agreement by both trade unions, the negotiated pay elements will be paid in the March pay run.
- All payments will be pro-rata for part-time colleagues.
- Colleagues who commenced employment after 1 October 2022, will have the additional increment backdated to their start date in role.

Non-Pay Elements

All non-pay elements will be implemented effective 1 September 2023.

- Increase personal annual leave entitlement to 31 days for Professional Services colleagues irrespective of length of service from 1st September 2023, (pro-rata for part time colleagues).

- Reduce the working week from 36.25 hours to 35 for Professional Services colleagues with effect from 1st September 2023.
- Amend notice periods for professional services colleagues in Grades 5 to 7 to twelve weeks for both employee and employer effective from 1 September 2023. The University reserves the right to introduce 12 week notice period for new recruits into critical roles at lower grades and this will be agreed with the individual at the point of job offer.
- There is a commitment to involving EIS, at the appropriate stages, in the development of a sabbatical scheme.
- There is also a commitment for a joint review with EIS on Grade 5 academics and their career prospects although this activity would not commence until August 2023, at the earliest.
- Any other changes to terms and conditions; contractual pay elements; or reward related policies will all be considered as part of the wider reward review.

This offer is dependent upon the following:

- Both UNISON and EIS need to agree to our offer for it to be implemented by Tuesday 7th February 2023.
- Acceptance of this offer will conclude the 2022/23 pay dispute and both UNISON and EIS confirm that there will no further strike action in the current academic year ending 31 August 2023.
- There will be no further consolidated or non-consolidated pay increases (excluding service-related increments) in the current year 1 August 2022 to 31 July 2023. For example, if agreement is reached or University employers are advised to implement any nationally agreed pay increases as a result of the current 2023/2024 pay negotiations in the period 1 February to 31 July 2023, these would be deferred and implemented from the next financial year, 1 August 2023.

Appendix A – Changes to Pay Structure

Pay Scale Group	Pay Scale Spine point	Salary
Grade 2	9	20,576.00
	10	20,761.00
	11	21,197.00
	12	21,630.00
	13	22,149.00
	14	22,662.00
	15	23,144.00
Grade 3	15	23,144.00
	16	23,715.00
	17	24,285.00
	18	24,948.00
	19	25,642.00
	20	26,396.00
	21	27,131.00
Grade 4	22	27,929.00
	23	28,762.00
	24	29,619.00
	25	30,502.00
	26	31,411.00
	27	32,348.00
	28	33,314.00
Grade 5	29	34,308.00
	30	35,333.00
	31	36,386.00
	32	37,474.00
	33	38,592.00
	34	39,745.00
	35	40,931.00
Grade 6	36	42,155.00
	37	43,414.00
	38	44,737.00
	40	47,423.00
	41	48,841.00
	43	51,805.00
	44	53,353.00
Grade 7	44	53,353.00
	46	56,592.00
	47	58,284.00
	48	60,027.00
	49	61,823.00
	50	63,673.00

Appendix B

UCEA Pay Increase effective 1 August 2022						Additional increment backdated to 1 October 2022 plus one-off up to £1250 (£250 min) (rationale for £1250, looking at incremental value over 10 months so same with £1500)				
Grade	Spine point on 31 July 2022	Salary as at July 2022	Salary from 1 August 2022 (£)	% value of nationally agreed cost of living increase	Cost of Living value 1 August 2022	Additional Increment % Value	Additional Increment Value (10 months)	One off non-consolidated up to £1,250, £250 minimum	Total Consolidated Salary Increase	Value of offer over period 1 August 2022 - 31 July 2023 (excluding service related)
2	9	19,209	20,400	6.20%	1191.00	1.77%	301	949	7.97%	2,441
	10	19,623	20,761	5.80%	1138.00	2.10%	363	887	7.90%	2,388
	11	20,092	21,197	5.50%	1105.00	2.04%	361	889	7.54%	2,355
	12	20,600	21,630	5.00%	1030.00	2.40%	433	818	7.40%	2,280
	13	21,135	22,149	4.80%	1014.00	2.32%	428	823	7.11%	2,264
	14	21,686	22,662	4.50%	976.00	2.13%	402	848	6.63%	2,226
3	15	22,254	23,144	4.00%	890.00	2.47%	476	774	6.47%	2,140
	16	22,847	23,715	3.80%	868.00	2.40%	475	775	6.20%	2,118
	17	23,487	24,285	3.40%	798.00	2.73%	553	698	6.13%	2,048
	18	24,174	24,948	3.20%	774.00	2.78%	578	672	5.98%	2,024
	19	24,871	25,642	3.10%	771.00	2.94%	628	622	6.04%	2,021
	20	25,627	26,396	3.00%	769.00	2.78%	613	638	5.79%	2,019
4	21	26,341	27,131	3.00%	790.00	2.94%	665	585	5.94%	2,040
	22	27,116	27,929	3.00%	813.00	2.98%	694	556	5.98%	2,063
	23	27,924	28,762	3.00%	838.00	2.98%	714	536	5.98%	2,088
	24	28,756	29,619	3.00%	863.00	2.98%	736	514	5.98%	2,113
	25	29,614	30,502	3.00%	888.00	2.98%	758	493	5.98%	2,138
	26	30,497	31,411	3.00%	914.00	2.98%	781	469	5.98%	2,164
5	27	31,406	32,348	3.00%	942.00	2.99%	805	445	5.99%	2,192
	28	32,344	33,314	3.00%	970.00	2.98%	828	422	5.98%	2,220
	29	33,309	34,308	3.00%	999.00	2.99%	854	396	5.99%	2,249
	30	34,304	35,333	3.00%	1029.00	2.98%	878	373	5.98%	2,279
	31	35,326	36,386	3.00%	1060.00	2.99%	907	343	5.99%	2,310
	32	36,382	37,474	3.00%	1092.00	2.98%	932	318	5.98%	2,342
6	33	37,467	38,592	3.00%	1125.00	2.99%	961	289	5.99%	2,375
	34	38,587	39,745	3.00%	1158.00	2.98%	988	262	5.99%	2,408
	35	39,739	40,931	3.00%	1192.00	2.99%	1,020	250	5.99%	2,462
	36	40,927	42,155	3.00%	1228.00	2.99%	1,049	250	5.99%	2,527
	37	42,149	43,414	3.00%	1265.00	3.05%	1,103	250	6.05%	2,618
	38	43,434	44,737	3.00%	1303.00	6.00%	2,238	250	9.00%	3,791
7	40	46,042	47,423	3.00%	1381.00	2.99%	1,182	250	5.99%	2,813
	41	47,419	48,841	3.00%	1422.00	6.07%	2,470	250	9.07%	4,142
	43	50,296	51,805	3.00%	1509.00	2.99%	1,290	250	5.99%	3,049
	44	51,799	53,353	3.00%	1554.00	6.07%	2,699	250	9.07%	4,503
	46	54,943	56,592	3.00%	1649.00	2.99%	1,410	250	5.99%	3,309
	47	56,587	58,284	3.00%	1697.00	2.99%	1,453	250	5.99%	3,400
7	48	58,279	60,027	3.00%	1748.00	2.99%	1,497	250	5.99%	3,495
	49	60,022	61,823	3.00%	1801.00	2.99%	1,542	250	5.99%	3,593
	50	61,818	63,673	3.00%						