

Reassurances regarding new Pay and Grading Structure

Introduction

Negotiations on the detail of UCL's new pay and grading structure cannot begin until the job evaluation exercise is complete. This will not be until Spring in 2005.

In the meantime UCL's recognised Trade Unions have sought broad assurances from UCL regarding the principles that are to be applied to determine the new structure. Below are the reassurances that UCL has provided, these are significant and go beyond those negotiated nationally via the Memorandum of Understanding.

Reassurances

UCL agrees that the new grading structure will comply with the MoU, in that it will be designed with the intention of avoiding detriment to UCL staff, with the exception of posts that are "red circled" following the job evaluation exercise.

Specifically:-

- Contribution thresholds will be set no lower than current non discretionary maxima for equivalent grades
- Staff will have a normal expectation of annual progression to the contribution threshold
- This incremental progression will take no longer than under current equivalent arrangements
- Total pay over the period of progressing from the minimum to the maximum will be no less than under current arrangements for equivalent grades.

Following job evaluation UCL will produce a new grading structure based on the data obtained, compliant with the MoU as set out above.

Any new grading structure will be negotiated between UCL and its recognised trade unions in partnership, to reach agreement on a timely basis and until that time current grading arrangements remain in place.

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