Joint Collective Statement between the University and UCU, UNISON and Unite

The University of Edinburgh and its recognised trade unions, UCU, UNISON and Unite, have agreed that there will be a review of the University of Edinburgh grade and pay scale structure following the increase in the Living Wage.

Context: The Living Wage Increase

The University is accredited as a Living Wage Employer, voluntarily paying staff no less per hour than the rate set by the Living Wage Foundation, and is committed to continuing to provide this benefit.

On 22 September 2022, the Living Wage Foundation announced that the Living Wage would increase from £9.90 to £10.90 per hour. The University pledged to implement this from 1 October 2022, with the increase reflected in eligible staff's October pay.

We all welcome this increase to salaries at the lower end of our pay scales, however recognise that it creates further compression of salaries. We acknowledge that the increase in the Living Wage removes the differential in pay for grade 1 and 2 staff, and those on the first three points of grade 3.

We will use this as an opportunity to carry out a full review of our current pay scale and grading structure to continue to invest in our staff and ensure appropriate grading and pay across our institution.

Work has already commenced on this project and further meetings have been scheduled to discuss and review the relevant data regarding pay scales and grading. We acknowledge that this is a sizeable project, however we are all committed to allocating appropriate resources to this project to ensure that we reach a solution that will benefit University staff. We will seek to reach agreement on this matter as soon as possible, and aim to have proposals generated for consideration by the Joint Unions Liaison Committee and University Executive by May 2023.

28 October 2022

James Saville on behalf of University of Edinburgh

Mark Patrizio on behalf of Unite

June Maguire on behalf of Unison

Claire Graf on behalf of UCU