

Proposed: Collective Agreement Regarding the Implementation of the Living Wage 2024

SECTION 1: Introduction

1. The University of Bath, Unison, Unite and UCU are jointly committed to building a pay and reward system at the University that is transparent, modern, responsive to individual circumstances, just and fair.
2. Additionally, parties note with concern the impact of the current cost-of-living crisis on employees' personal finances and declining standards of living, which, combined with the long-term freeze in tuition fees and the decline in overseas recruitment across all UK Universities makes it a challenging environment for the University as a whole.
3. Against this backdrop, this agreement acknowledges that our lowest paid staff are those that are affected the most by the current economic situation and shows our commitment to remain a Voluntary Living Wage Employer and seeks to address both the practicalities of this year's increase in the Voluntary Living Wage, but also set out the next areas to be examined as we move toward our shared aspiration for an updated and relevant approach to staff remuneration.

SECTION 2: Background

4. In October 2023 the Living Wage Foundation announced that the Living Wage would increase from £10.90 to £12.00 per hour outside London.
5. The University of Bath remains committed to paying this and will implement the new Voluntary Living Wage (VLW) rate on 1 April 2024.
6. The University pay scale prior to the April 2024 implementation of the Voluntary Living Wage, is below.

Scale Point	Grade	Annual Salary	Hourly Rate
21		£28,759	£15.15
20		£27,979	£14.74
19	5	£27,181	£14.32
18		£26,444	£13.93
17		£25,742	£13.56
16		£25,138	£13.24
15		£24,533	£12.93
14	4	£24,248	£12.78
13		£23,700	£12.49

12			£23,144	£12.19
11			£22,681	£11.95
10		3	£22,214	£11.70
9			£21,828	£11.50
8	2		£21,543	£11.35

Key	Outstanding Contribution Point	
	Normal Contribution Point	

SECTION 3: Agreed changes to the pay and grading structure

7. In response to the increase in the Voluntary Living Wage, the University, Unison, Unite and UCU agree that from 1 April 2024 the minimum hourly wage paid will increase to £12.00. A supplement will be paid, as per the current system, to raise any Spine Points below this level to £12.00.

8. Further to changes above, from 1 September 2024, Grade 2 will cease to exist in the university pay and grading structure, with those staff previously in that grade being redesignated as Grade 3 and the minimum point of the salary scale be increased to 9, currently £11.50 per hour.

9. Additionally, from 1 September 2024 those currently at Grade 2 who are on an outstanding contribution point will move to the next spine point above their current one when they move to Grade 3.

10. To recognise that by assimilating Grades 2 into Grade 3 some employees will be placed in the same grade as those they supervise, the following steps are agreed:

a. The minimum grade boundary for Grade 4 will be moved downward by 11 points from 271 to 260 on the HERA job evaluation tool used at the University of Bath. See table below.

b. Positions in Grade 3 that have not been evaluated in the past 24 months will be reviewed through the job evaluation process by 31 July 2024.

11. The change from grade 3 to Grade 4 as a result of this exercise will see be implemented with effect from 1 September 2024.

University Pay Scale with proposed changes to HERA points boundaries

Scale Point	Grade	Annual Salary	Hourly Rate	Current HERA points boundary	Proposed HERA points boundary
21		£28,759	£15.15		
20		£27,979	£14.74		
19	5	£27,181	£14.32		

18			£26,444	£13.93		
17			£25,742	£13.56		
16			£25,138	£13.24		
15			£24,533	£12.93		
14	4		£24,248	£12.78		
13			£23,700	£12.49		
12			£23,144	£12.19	G4: 271-328	G4:260 - 328
11			£22,681	£11.95		
10		3	£22,214	£11.70		
9			£21,828	£11.50	G3: 241-270	G3: 168 - 259

12. These changes mean that there is no longer a population eligible for the weekend working supplement as set out in the 2006 collective agreement as of 1 September 2024. Those who have been paid the weekend working supplement in the previous 12 months will receive a transitional payment.

a. They will receive a payment before deductions equal to the weekend working supplement payments received in the 12 months immediately prior to the signing of this agreement.

b. This will be paid in four equal instalments in the September 2024, December 2024, March 2025, and June 2025 salaries.

c. Individuals will need to be employed at the University on the 1st of the month that each instalment is due to be eligible to receive it.

13. The University is mindful of the importance of being reasonable in the allocation of weekend work for all staff, especially those on 5 over 7 contracts. It therefore commits to consulting with staff and providing reasonable notice of both new rotas and changes in rotas to allow people to arrange their personal circumstances accordingly, with a view to minimising the disruption to current working patterns.

SECTION 4: Staff Terms and Conditions of Employment

14. To be clear, with the exception of increasing the rates of pay, including regrading some jobs upward, this agreement in no way changes any other terms and conditions of employment for any member of staff.

SECTION 5: Review

15. The University, Unison, Unite and UCU agree to reviewing impact of the implementation of these changes within 12 months of them taking effect, and after the new rate for the Voluntary Living Wage has been announced for implementation in April 2025.

SECTION 6: Joint examination of the Wider Remuneration System

16. Further, it is jointly recognised that:

- a. The Voluntary Living Wage has increased by 10% in both 2023 and 2024 and that this is applying pressure to other areas of the pay scale.
- b. The mechanics of the University's approach to pay have not been reviewed in full since 2006.

17. The University, Unison, Unite and UCU are jointly committed to having further negotiations with a view to agreeing further changes toward our shared aspiration for an updated approach to staff remuneration. The following areas will be the initial focus of such discussions, but the list is not held as being exhaustive by any of the parties to this agreement.

- a. A repositioning of the grades on the national pay spine to enable improved market alignment.
- b. Mechanisms to review and maintain that market alignment.
- c. New arrangements for recognising outstanding contributions which fit with proposals at (a) and (b) above.
- d. An updating of the recognising excellence scheme to give more local control of budgets and timing of payments.
- e. An introduction of a mechanism for professional services staff by which, through sustained contribution, an individual can demonstrate performance at a higher grade and so achieve a promotion to that grade without seeking a new job.
- f. A review of reducing the length of the working week with no reduction in pay.

SECTION 7: Signatures

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