

IMPLEMENTATION OF THE MINIMUM WAGE 2016

1. The University of Bath remains committed to reviewing pay scales each year against both the [National Living Wage](#) (currently £7.20/hr) and the Living Wage Foundation recommended UK Living Wage (for 2016 was £8.25/hr). In previous years, the University has added a supplement to the national pay scales to ensure that no member of staff is paid below the UK Living Wage and this proposal is aimed at implementing this for 2016.
2. Following implementation of the 16/17 pay offer, which was paid with Sept 16 pay, the current pay scale is as below.

	1	2	3		Hourly	Supp	Total hrly	Annual inc MW
13					£10.27		£10.27	£19,485
12					£9.98		£9.98	£18,940
11					£9.70		£9.70	£18,412
10					£9.43		£9.43	£17,898
9					£9.17		£9.17	£17,399
8					£8.94		£8.94	£16,961
7					£8.76		£8.76	£16,618
6					£8.58		£8.58	£16,289
5					£8.42		£8.42	£15,976
4					£8.26		£8.26	£15,670
3					£8.09		£8.09	£15,356
2					£7.93		£7.93	£15,052
1	SP1 deleted by 1 Apr 17				£7.78	£0.07	£7.85	£14,899

3. This offer proposes that, from 1 Aug 16, for all current members of staff:
 - a. the minimum hourly wage paid will increase to £8.25. A supplement will be paid, as per the current system, to raise any Spine Points below £8.25 to this level;
 - b. Grades 1 and 2 will be combined into a single grade, with the top of the scale (both non-contribution and contribution) being increased by one spine point. SP1 and SP2 will be deleted;
 - c. the lowest spine point on Grade 3 will be SP7.

4. As a result, the payscale from 1 Aug 16 will be as below. If the Spine Point on which staff sit continues to exist in the grade, they will remain on the same Spine Point. If the Spine Point does not continue to exist, they will move up to the next Spine Point from 1 Aug 16. These rate increases will also apply to staff paid hourly.

	1	2	3		Hourly	Supp	Total hrly	Annual inc MW
13					£10.27		£10.27	£19,485
12					£9.98		£9.98	£18,940
11					£9.70		£9.70	£18,412
10					£9.43		£9.43	£17,898
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6					£8.58		£8.58	£16,289
5					£8.42		£8.42	£15,976
4					£8.26		£8.26	£15,670
3					£8.09	£0.16	£8.25	£15,658
2					£7.93	£0.32	£8.25	£15,658
1					£7.78	£0.47	£8.25	£15,658

5. On 1 April 2017:
- staff who are below the non-contribution scale maximum will progress to the next Spine Point, subject to satisfactory performance, as in the current pay system;
 - the Unsocial Hours payments for working between 8.00pm and 6.00am will cease as part of an ongoing rationalisation of the pay system.
6. In Spring 2017 the University will consider the 2017 proposals from the Living Wage Foundation and review these against the business needs. If any changes arise from that review, these will be negotiated with the Trades Unions with an intention to align implementation with the national pay negotiation date of 1 Aug 17.
7. The University believes this to be a substantial offer, underlying our commitment to offering good terms and conditions to staff in these grades which are highly competitive with the local market. Not only does this offer build on a good 2016/17 pay deal for these grades, it delivers wages substantially above the National Living Wage with opportunities for progression.
8. The University welcomes the constructive approach taken by Union representatives to continued reform of the pay system for lower-graded staff. A consultative ballot undertaken by Unison in Dec 2016 has resulted in acceptance of the proposed changes and these are now to be implemented.

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