

UMUCU: Pay & Grading

Equal pay for work of equal value

- 1) HERA analysis
- 2) Agreement
- 3) Process and timetable

HERA Analysis

COM 1	A
COM 2	A
COM 3	C
COM 4	A
COM 5	A
COM 6	C
TM 7	D
TM 8	A
TM 9	D
TM 10	D
TM 11	D
LN 12	B
LN 13	C
LN 14	E
LN 15	E
SD 16	D
SD 17	A
SD 18	D
DM 19	C
DM 20	C
DM 21	C
PO 22	D
PO 23	D
PO 24	A
PO 25	D
PO 26	D
IPS 27	D
IPS 28	A
IPS 29	D
IPS 30	D
AR 31	D
AR 32	A
AR 33	B
AR 34	D
AR 35	D
SPD 36	D
WE 37	A
WE 38	C
WE 39	C
PCW 40	A
PCW 41	C
PCW 42	C
TD 43	B
TD 44	B
TD 45	C
TLS 46	C
TLS 47	B
TLS 48	D
TLS 49	D
KE 50	D

- 50 different components given a letter grade A to E
- Some are single components (e.g. SPD, KE)
- Most are a grouped set (e.g. COM)
- Attempt to capture level and frequency
- Produces a point score

Role analysis

Detailed interviews and analysis of a sample of staff

Then everyone else:

- 1) Job description
- 2) HERA role analyst identifies likely profile(s)
- 3) Meeting of analyst and manager
(with some observed by unions)

Cross-checking, clarifications, adjustments to interpretations. Union involvement.

Academic and research roles use National Academic Role Profiles (essentially status quo)

Agreement

- On website
 - Main document
 - Appendices
- Not on website
 - Clarification of ALC1/OR1 assimilation
- Only becomes an agreement if members of each union agree in ballots

ALC1/OR1/SAO1/etc

- Applies to staff on this grade in Oct 2004

Old (Oct04)	Old (Oct04)		New	assimilation	inc	inc	inc	inc	inc
Grade	point	scale pt	Grade	point 2004	2005	2006	2007	2008	2009
ALC1/OR1	1	4	5	23	24	26	27	28	29
ALC1/OR1	2	5	5	24	26	27	28	29	30
ALC1/OR1	3	6	5	26	27	28	29	30	31
ALC1/OR1*	4	7	5	27	28	29	30	31	32
ALC1/OR1*	5	8	6	29	30	31	32	33	34
ALC1/OR1*	6	9	6	30	31	32	33	34	35

Once on grade 6 (point 29) continue up to top of grade (point 36). Protected if red-circled.

Agreement

- Main document sets out basic principles and main elements
- Appendices give details (some are existing policies, included for completeness).
- Key points:
 - Pay protection (appendix H)
 - Appeals (appendix K)
 - Red circle review group (appendix I)
 - Regrading (appendix F)

Process

- Everyone scored (or use academic role profiles)
- Grade boundaries \Rightarrow Grade
 - “Green-circled” = New grade higher than current grade
 - “Red-circled” = New grade lower than current grade
- Letters for all staff (with grade) soon
- Unions consult and ballot members
- Implementation (if agreed)
 - Correct grade
 - Backpay
- Appeals

Summary of red/green circles

Total Non Academics

	Green	Interim Red - Removed	Interim Red Retained	Red		Green	Interim Red - Removed	Interim Red - Retained	Red
Current Grade (Jan 2010)	1	2	3	4	Total Grade Nos.	1	2	3	4
GRADE 1	17	15	2	0	746	2.28%	2.01%	0.27%	0.00%
GRADE 2	36	2	13	14	410	8.78%	0.49%	3.17%	3.41%
GRADE 3	100	11	46	5	955	10.47%	1.15%	4.82%	0.52%
GRADE 4	88	5	22	33	801	10.99%	0.62%	2.75%	4.12%
GRADE 5	75	20	27	24	698	10.74%	2.87%	3.87%	3.44%
GRADE 6	56	4	14	29	830	6.75%	0.48%	1.69%	3.49%
GRADE 7	9	3	8	54	571	1.58%	0.53%	1.40%	9.46%
GRADE 8	10	0	0	14	148	6.76%	0.00%	0.00%	9.46%
UNASSIGNED/DLO					94	0.00%	0.00%	0.00%	0.00%
Totals	391	60	132	173	5253	7.44%	1.14%	2.51%	3.29%

(figures revised slightly since presentation, due to a double-counting error)