

11<sup>th</sup> June 2009

The good news is that the University has finally come up with a complete set of HERA job evaluation scores for all the staff to be assessed. It has taken them nearly five years since the Framework Agreement of 2004, and years longer than many other institutions, but at least one of the necessary steps for final implementation is now complete. The unions will be reviewing this data and may ask for further checks if there are any clear problems affecting groups of staff, but this should not take more than a few weeks and can be done in parallel with the negotiations on grade boundaries and other matters.

Now that we have had a chance to analyse the final data, we will be meeting with the other trade unions over the coming weeks to formulate a joint approach. We hope that the University will also be considering the final data and will be able to make a sensible revised offer that can lead to the resumption of meaningful negotiations.

UMUCU Pay & Grading Team