

UMUCU Update on HERA, promotions and regrading

This is an update on a number of issues arising from the implementation of the Agreement on pay and grading. The full Agreement is at

<http://www.staffnet.manchester.ac.uk/employment/paypensions/paygrading/>:

(policies and procedures, such as Regrading and Appeals, can be found as Appendices).

Regrading and “Rewarding exceptional performance” for academic-related staff

The Regrading process for academic-related staff is at last taking place, under the new procedures set out in the Agreement. The deadline for applications is **June 17th**. This process is for staff whose roles have changed since the initial HERA implementation (disagreements about grading prior to this should be sorted out through the HERA appeal process).

It is expected that a first round of the process for rewarding exceptional performance (above-scale increments or accelerated progression) will take place later in the year.

Red-circle Review Group

UCU reps are meeting with other unions and management to ensure that the Red-Circle policy is properly implemented – in particular, that all possible steps are taken to move red-circled staff onto a role at their original grade, within the pay protection period. The group receives reports on all red-circled staff and actions which are being taken. At this stage, this may be informal discussions with your line-manager, perhaps leading to role modification, applying for a new role and/or retraining. Some cases may be resolved by Appeal. If you are red-circled and have concerns about this process, please contact us.

Appeals

We have been supporting a number of members with Appeals against their HERA grade. Some of these have been resolved informally, but some are still ongoing. We expect to represent some members at formal Appeals, also UCU representatives will be sitting on Appeal panels.

All staff should now have received their “final letters” outlining their HERA grade. If this is not the case, please let us know. Intention to appeal should be notified (informally only) within one month of receipt of this letter.

Academic Promotions – promotion criteria for teaching and research staff

As part of the Agreement, a review of academic promotions was supposed to take place. This has been much delayed due to apparent reluctance from university management, but negotiations have now been resumed. A priority is to establish promotion criteria for Teaching-focused and Research-focused staff from Grade 5 to 6 and Grade 6 to 7. These criteria will be based on the National Academic Role Profiles (http://www.ucu.org.uk/media/pdf/4/f/jnches_academicroleprofiles_guidance_1.pdf).

Academic Promotions – review

The working party will also review promotion criteria and processes for all academic staff. This has never actually been done since the merger in 2004, although such a review has repeatedly been promised. A

priority is to improve the recognition of teaching through the promotion process. If you have comments or suggestions, please contact us. Also, we will be reviewing the overall fairness of the promotions process (Including professorial re-zoning), including an analysis of equality and diversity data. Please contact us if you have any comments on the overall promotions processes.

Please note that progression from Grade 6 to 7 (Lecturer A to Lecturer B) should be automatic for academic staff , subject to satisfactory performance. We would be interested to hear of problems in this area.