P22-23/078

[previously P22-23/071]

Objection to the changes in pay spine points for grades 3-8

We (the UCU Cardiff branch members) oppose the new grade pay points structure which will be implemented by Cardiff University on the 1 August. The new structure in effect removes the first two pay points within Grades 3 - 8, with staff that are on the removed pay points (after their annual increment being applied), being moved to the new starting pay point.

We are disappointed that this issue had not been communicated with branch members and ask for better communication with members on negotiations in the future. Furthermore, we object to all staff that started on the first spine point within each grade from February 2021 to January 2024 being on the same spine point moving forwards, which effectively removes the annual increment that was eligible for staff that started on the first pay point in this three-year period, and paying staff that will have been in post for a number of years with those that have yet to start on the same grade.

We further object to the reduction in the number of spine points within each pay grade from 6 to 4, which reduces the incremental progression within a grade and is a decrement in working conditions.

We further note that this action undermines the pay dispute, and the negotiations with UCEA, and call upon the University Executive Board to negotiate with UCEA on the pay dispute, rather than attempting to increase starting salaries for new staff.

**Agreed amendment: We therefore request that the branch take this to JCNF with a request that this be amended such that all grades retain 6 spine points, that all are increased by 2 points.**

*Proposed by Curon Davies*