

JCNF 2025-06 UCU P4 – HERA and regrading

Effective 23 July 2024, professional service staff regradings were put on pause. Academic promotions had also been paused.

- On 28th April 2025, a memo from Professor Damian Walford Davies, Provost & Deputy Vice-Chancellor advised that academic promotions would resume in 2025/26.
- Over recent months large numbers of staff have left the university via voluntary severance and voluntary redundancy. This has resulted in skill gaps across the university and extra work for our members.
- Many of our members have taken on extra work to support the university in achieving its goals more effectively. These additional duties have often involved taking on aspects of higher graded roles, which requires skills, time and commitment that go beyond what was originally expected. The freeze on pay uplifts has meant that staff ‘acting up’ are not paid for the work they do.
- We are concerned that no EIA has been undertaken. Since most PS are women, this risks discrimination and opens the door to potential equal pay claims.
- We ask for the reintroduction of HERA regrading. This would not only help ensure fair recognition and compensation for the work being done but also promote transparency motivation and retention across the university. It would demonstrate the university’s commitment to valuing its employees and encouraging professional growth.