

Edinburgh Napier University formal offer to end the current pay dispute 2022/23 with UNISON and EIS, dated 17th November 2022:

Edinburgh Napier University formal offer to UNISON and EIS.

- Pay colleagues in Grades 1-7 an additional increment. Those on the top of their pay grade will move to the next incremental pay point on the pay spine. This in effect changes the pay grades and introduces an additional point and overlapping spine points (see Appendix A). The introduction of additional points enhances pay ranges and Point 50 would be introduced to the pay structure to facilitate this change.
- Subject to agreement by both trade unions, this will be paid in the December 2022 pay run and be backdated to 1st August 2022. Those who are due to receive an annual service-related increment will receive this in the normal way.
- In addition, pay all staff in Grades 1-7 a non-consolidated payment of £250 gross (pro-rata for part-timers), again paid in the December 2022 pay run.

In addition to the measures outlined above ENU agrees to:

- Increase personal annual leave entitlement to 31 days for Professional Services colleagues irrespective of length of service from 1st September 2022, (pro-rata for part time colleagues).

Annual leave entitlements would be adjusted in HR Connect by February 2023.

Annual leave and other terms and conditions will be considered as part of the wider reward review.

- Reduce the working week from 36.25 hours to 35 for Professional Services colleagues with effect from 1st September 2023 with the proviso that there will be no requirement to increase headcount due to the reduction in working hours of approximately 700 full-time colleagues or a requirement to increase overtime payments to address workload.

The offer to amend the working week is dependent upon the acceptance by UNISON, that notice periods are amended for Professional Services colleagues in Grades 5 to 7 and potentially for some critical roles in Grade 4. Notice period would increase to 12 weeks for both employee and employer.

The notice period change would be effective from 1 February 2023 for any new appointments and 1 September 2023 for existing colleagues in line with the contractual working hours change.

- There is a commitment to involving EIS, at the appropriate stages, in the development of a sabbatical scheme.
- There is also a commitment for a joint review with EIS on Grade 5 academics and their career prospects although this activity would not commence until August 2023, at the earliest.

This offer is dependent upon the following:

- Both UNISON and EIS need to agree to our offer for it to be implemented.
- Acceptance of this offer will conclude the 2022/23 pay dispute and planned strike action for 24/25th November 2022 or any further strike action in 2022/23.
- It is the expectation that there will be no further consolidated or non-consolidated pay increases (excluding service-related increments) in the current year 1 August 2022 to 31 July 2023.

Pay Scale Group	Pay Scale Spine point	Salary
Grade 2	9	20,576.00
	10	20,761.00
	11	21,197.00
	12	21,630.00
	13	22,149.00
	14	22,662.00
Grade 3	15	23,144.00
	16	23,715.00
	17	24,285.00
	18	24,948.00
	19	25,642.00
	20	26,396.00
	21	27,131.00
Grade 4	22	27,929.00
	23	28,762.00
	24	29,619.00
	25	30,502.00
	26	31,411.00
	27	32,348.00
	28	33,314.00
Grade 5	29	34,308.00
	30	35,333.00
	31	36,386.00
	32	37,474.00
	33	38,592.00
	34	39,745.00
	35	40,931.00
Grade 6	36	42,155.00
	37	43,414.00
	38	44,737.00
	40	47,423.00
	41	48,841.00
	43	51,805.00
Grade 7	44	53,353.00
	46	56,592.00
	47	58,284.00
	48	60,027.00
	49	61,823.00
	50	63,673.00