

PERSONNEL SERVICES

University Offices, Wellington Square, Oxford OX1 2JD
 Director of Human Resources



To: heads of departments and institutions, faculty board chairmen,
 departmental administrators and faculty board secretaries,

20 November 2013

Copies to: heads of division, divisional secretaries, Dr Gambles, Mr
 Shaw, Principal Administrator of the Conference of Colleges

Update on the 2013-14 non clinical pay uplift

The Personnel and Planning and Resource Allocation Committees have approved the implementation at Oxford of the 2013 national uplift to the single pay spine for university non clinical staff. Arrangements are currently being made for the uplift of pay to the value of a 1 per cent increase for each full-time employee (pro rata for part-time staff) with retrospective effect from 1 August 2013. It will be implemented in the January 2014 payroll, together with backpay. This circular provides information on the timescales for implementation.

1. Background

The University's three recognised trade unions, UCU, Unite and Unison continue to dispute the pay offer for non-clinical staff. Following extensive national negotiations and very careful consideration, on the recommendation of the Universities and Colleges Employers Association, the Personnel and Planning and Resource Allocation Committees have approved the implementation at Oxford of the 2013 national uplift to the single pay spine for university non clinical staff.

The uplift is a 1 per cent increase for each full-time employee (pro rata for part-time staff) with retrospective effect from 1 August 2013. It will be implemented in the January 2014 payroll, together with backpay.

Employers remain committed to talks to seek to resolve the dispute. We understand that further industrial action is planned. Personnel Services will provide an update to departments when details have been formally communicated by the unions.

Further information about the details of the pay uplift will follow in a Personnel Circular in December.

2. Action required of departments

No action is required from departments at this stage.

3. Further information

Any questions about the planned pay uplift ahead of the Personnel Circular in December can be directed to sarah.kilgour@admin.ox.ac.uk

MR J DUXFIELD

Director of Human Resources.

For notice boards: YES.