

## PROPOSAL TO IMPLEMENT NEW MRC PAY FRAMEWORK FOR TRANSFERRED STAFF

### Background

Under the provisions of the TUPE regulations the University has an obligation to implement the new MRC pay framework, agreed between the MRC and its recognised Trade Unions prior to the transfer of staff from the MRC to the University in October 2011, for all transferred staff who remain on MRC legacy terms. This proposal sets out the detail of how we propose to implement the framework and achieve a level of harmonisation between staff on UoE terms and staff on MRC legacy terms at the same time as meeting our obligations under TUPE.

This proposal has been agreed by:

- The Head of College and College Registrar for CMVM and the Directors of the Centres where the affected staff on legacy MRC terms are based
- The MRC's Director of Human Resources
- The University's Director of Finance and Director of Human Resources

The proposal has been discussed informally with the JULC and presentations have been delivered to the three groups of former MRC staff on legacy MRC terms based in the MRC University Unit for Human Genetics, the Centre for Reproductive Health and the Scottish Centre for Public Health Research and Policy within the Centre for Population Health Sciences. The proposed changes will apply to all staff in these three groups who are on legacy MRC terms on 1 October 2012 (the implementation date)

### The Proposal

- For all staff in post on 1 October 2012 and employed on legacy MRC terms who have not already transferred to the new MRC pay framework under the "A" to "B" arrangements implement the new MRC framework immediately through the October 2012 payroll: at current rates as published by MRC in September 2011; backdated to 1 April 2012 (or date of commencement of employment with the University if later, i.e. 1 August 2012, for SCHRP staff) and based on the mapping that has already been completed by the MRC
- Agree to apply normal incremental progression until staff reach the top of their scale, but move to the University increment date of 1 August for all staff going forward, as follows:
  - First increment for staff who have moved from "A" to "B" to be applied 1 August 2013
  - First increment for all other staff moving to the new framework to be applied 1 August 2012
- Agree to fall in line with the University negotiated uplifts to pay scales and timescales with effect from 1 August 2012 and on an on-going basis. (University pay awards are negotiated nationally through the Joint Negotiating Committee for Higher Education Staff (JNCHES)<sup>1</sup> and uplifts are usually applied from 1 August each year.) Any uplifts agreed by the MRC after the transfer date to the University (whether prospective or retrospective) will not be applied. The effect will be:

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<sup>1</sup> In the unlikely event that a JNCHES negotiated pay award was tied to changes to other terms and conditions that do not apply to staff on legacy MRC terms, the application of the pay award to these staff would be subject to local negotiation in the University, through CJCNC.

- Uplift the points on the transferred MRC pay scales by the percentage/amount applied to the University scales with effect from 1 August 2012
- Agree to give staff on MRC legacy terms access to the University's contribution reward process for accelerated progression and lump sum payments with effect from the implementation date (1 October 2012) Staff in MRC salary bands 2-7 to have access to the contribution reward arrangements applicable to staff on University terms and conditions in grades UE01-UE09. Staff in MRC salary band 1 to have access to the contribution reward arrangements applicable to staff on University terms and conditions on grade UE10
- Agree to implement a process parallel to the current MRC process to allow progression from "A" to "B" for any staff remaining in the "A" section of their current band.

CJCNC is asked to confirm agreement to the implementation of the MRC pay framework and associated changes to the terms and conditions for staff on MRC legacy terms as set out in the proposal above.

**Proposed by: Zoe Lewandowski, Head of Human Resources**  
**5 September 2012**