

Joint Collective Statement between the University and UCU, UNISON and Unite

The University of Edinburgh and its recognised trade unions, UCU, UNISON and Unite, are pleased to confirm that the University Court has approved the implementation of a revised pay grade scale at the University of Edinburgh in 2024. This proposed revision will be subject to formal negotiations with the unions on 7 December, and the unions will take it to their members with a recommendation to accept.

We all recognise that a significant period of time has elapsed since the existing grade scale was implemented in 2006, and therefore agreed that a review of the scale was required. Extensive work, in partnership with our three recognised trade unions, has taken place to review our existing grade scale since October 2022. The University has undertaken benchmarking against other academic institutions and general industry market standards, and worked with the joint unions to propose recommendations that were brought to Court as required by governance regulations. We believe that these recommendations, when implemented, will be very much welcomed by staff and will support work to address equality pay gaps, provide a more competitive grade scale, help with recruitment and retention of staff, and improve employee pay here at the University of Edinburgh.

The University of Edinburgh is committed to exploring ways in which we can continue to improve the University's offer to staff as part of our commitment to improve the staff and student experience, ensuring that the University remains a great place to work and study. We look forward to continuing to work with our recognised trade unions to achieve this. We jointly believe that the implementation of the revised grade scale is consistent with this commitment.

Further updates on the changes will be shared with all staff early next week.

5 December 2023

James Saville on behalf of the University of Edinburgh



Mark Patrizio on behalf of Unite



June Maguire on behalf of Unison



Sophia Woodman and Cat Wayland on behalf of UCU

