

Joint Collective Statement between UCU, UNISON and Unite and the employer at the University of Edinburgh

Further to our [joint statement of 5 December 2023](#) on the Grade Scale review, the employer at the University of Edinburgh (hereinafter referred to as University of Edinburgh) and recognised trade unions at the University of Edinburgh, UCU, UNISON and Unite, are pleased to provide a further update following the conclusion of the formal negotiations on the Grade Scale Change Implementation.

Members in all three unions were balloted on their agreement to the proposal to change the University Grade Scale as set out in communications on [12 December 2023](#). The results of these ballots were as follows:

Unison: All ballots returned in favour with one exception. Agreement carried.

Unite: 93% For, 7% Against. Agreement carried.

UCU: 94% For, 4% Against, 2% Abstain. Agreement carried.

As a result of these ballot results, the trade unions formalised their agreement for the University of Edinburgh to deliver the Grade Scale Changes in Spring 2024 through the Collective Joint Consultation and Negotiation Committee (CJCNC) on 24 January 2024. Implementation is underway and we can now confirm the effective date of 1 April 2024 for the new grade scale.

The University of Edinburgh remains committed to exploring ways in which we can continue to improve conditions of employment at the University, as part of our commitment to ensuring that the University is a great place to work. The revision of the pay scale forms part of ongoing work in partnership. Over the past year, the University of Edinburgh and the joint unions have worked collaboratively to agree annual leave parity for all staff and increased support for migrant members of staff with the new indefinite leave to remain reimbursement policy. In the coming year, we plan to continue to move forward in partnership on the following initiatives:

Fixed Term Contract Use Review: Our work is progressing well on reviewing fixed term contract use across the University. The first stage review, in relation to staff with 8+ years of continuous service on fixed term contracts, has resulted in over 50% of staff in this category moving to open-ended contracts, or open-ended contracts with a review date. The second stage of the review, which aims to move staff on fixed-term contracts with 5 to 7 years' continuous service to open-ended or open-ended with review date contracts, should conclude by spring 2024, and the HR project team is developing 'flags' within its systems to ensure, going forward, newly eligible employees have their contracts reviewed. Beyond this work, we are working closely with the Research Strategy Group to take forward best practices for supporting fixed-term researchers, including through redeployment support, a consistent approach to bridge funding, and to explore the development of an experienced researcher pool.

Equality Pay Gaps: We continue to be alert to gender, race and disability equality pay gaps and are committed to working to address these. We jointly encourage all staff to [update their personal details](#) to share diversity information with the University to facilitate the accurate monitoring of our gender, race and disability equality pay gaps. We also look forward to the outcomes of the current review of Academic Promotion, which will provide greater clarity and consistency in the approach for the 2024/25 academic year, including the use of diversity data in the process.

Collective Agreement Review: We are also pleased to celebrate reaching the 5 year anniversary of the introduction of our landmark 2019 Collective Agreement on improving employment conditions for guaranteed minimum hours (GH) teaching staff and fixed-term academic staff with a review of its implementation and evaluation of outstanding areas for improvement. This review will be launched in the 2024/25 academic year.

Workload Review: In 2024, we will begin a review of workloads among staff at the University, with a view to conclude with recommendations in 2025.

We are pleased with the achievements of the past year and are looking to continue to build on this momentum to improve the staff experience at the University and to ensure employee benefits and working conditions reflect this. We are committed to continuing our joint work in this area.

15 February 2024

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

