



University of Bristol UCU LA

Motion – University of Bristol Pay and Reward Negotiations 2020

Bristol UCU notes

1. The University and the Campus Joint Trade Unions have undertaken a pay and reward negotiation round over the University's proposals to reduce the pay bill in 2020/21. The proposals are applicable to the academic year 2020-21 only. This planned reduction is because of the drop in income as set out in the University's Emergency Budget, a drop in income due to the COVID-19 crisis.

2. The University has tabled a final set of saving proposals following the conclusion of this round:

- No pay award for 2020/21 (note this is not agreed locally but negotiated collectively between UK unions and universities: the University of Bristol will support the position of no pay award 2020/21 in current negotiations)
- Full year cancellation of promotions and accelerated progression
- Grade M movement full year cancellation
- Grade M4 and above no pay increase for whole year
- Delay Associate Professor points for another 12 months
- Cancel Merit Pay
- Closure of discretionary points at Grade L and K

3. UCU along with the Campus Joint Trade Unions (Unite; Union) have challenged the premise of the University's proposals – an estimated buffer of £16.3 million needed next academic year for income shortfall contingencies.

4. The University is committed to revisiting these proposals, if their estimation of the financial headroom is not as large as predicated. UCU would be keen, too, to revisit these proposals if they could be made less deleterious. It should be noted that the University does not rule out that 'should the finances deteriorate in academic year 2020/21, we may need to consider a redundancy programme to get income in line with expenditure'.

Bristol UCU believes:

a. The University's current proposals represent a significant improvement on initial pay and reward proposals in which 4% pay cuts for all University of Bristol staff and a freezing of annual incremental pay progression was put forward for consideration to branch negotiators. Negotiations have resulted in no contractual changes or amendments to the terms and conditions of staff. This has not been the case at other universities.

b. The University does not require the explicit consent of campus unions, as per our University of Bristol/Union Collective Agreement, to implement these proposals. This

would have not been the case if the University had proposed changes to annual incremental pay progression, for example.

c. The University's current budget and financial planning still needs to be subject to detailed scrutiny. The branch - through its negotiators - will continue to argue for a jobs-first approach from the University, looking to save jobs and redirect spending where possible.

d. The University's improved proposal is not a comprehensive deal in which, for example, the University commits to retain fixed-term staff and to provide firm workload level guarantees for all staff, in return for a period of pay restraint. These can still be negotiated independently of the pay proposals.

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