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End of the Official Part of the 'Reporter'



UNIVERSITY OF
CAMBRIDGE

NOTICES

University salaries and stipends*20 August 2018*

The Universities and Colleges Employers Association (UCEA) has proposed a pay settlement from 1 August 2018. The settlement provides for a 2% increase to the stipends and salaries of non-clinical staff on all spine points, except spine points 11 to 27 where the increases will be as follows:

Points 11 to 14	2.76% increase	Point 21	2.39% increase
Point 15	2.70% increase	Point 22	2.33% increase
Point 16	2.65% increase	Point 23	2.26% increase
Point 17	2.60% increase	Point 24	2.20% increase
Point 18	2.55% increase	Point 25	2.14% increase
Point 19	2.50% increase	Point 26	2.08% increase
Point 20	2.45% increase	Point 27	2.02% increase

It should be noted that the New Joint Negotiating Committee for Higher Education Staff (New JNCHES) trade unions remain in dispute over the offer. However, UCEA has confirmed that the formal dispute resolution procedure set out in the New JNCHES agreement has been exhausted and has therefore advised that implementation of the pay settlement may proceed.

Pending the outcome of further discussions at national level, the Council and the General Board have agreed that increases on the basis set out above should be made in all relevant stipends and salaries with effect from 1 August 2018.

The stipends and salaries of certain University staff require the approval of the Regent House. The Council is accordingly submitting a Grace (Grace 1, p. 893) to the Regent House for the approval of an increase of 2% to 2.76% (as specified above) in these stipends and salaries. An updated Cambridge general stipend and salary scale, showing the proposed new stipends and salaries for each grade, is included in this Notice. This indicates the 50 points of the national single spine as well as those points, above and below, which are extensions to the spine in Cambridge. Changes will also be applied to associated payments directly linked to a single spine stipend/salary point.

Subject to the approval of this Grace, the corresponding increases will be implemented in the stipends of those offices which do not require the approval of the University as well as in the salaries of analogous unestablished staff. In the case of contract research staff and other staff supported on non-central funds, payment of the increase will be conditional on funds being available to meet the cost of the increase from the relevant funding source.

It is expected that, if the Grace is approved, the increases will be paid to staff in the September 2018 payroll.

SCHEDULE

Notes to the University of Cambridge Single Salary Spine

- Note 1: An asterisk (*) denotes a contribution point and progress through these is awarded on merit.
- Note 2: Grade T is for staff who are studying for an approved qualification or undergoing 'in-service' training. Points 1–10 of Grade T are no longer in use.
- Note 3: On 1 January 2010 the first contribution points of Grades 2, 3, and 4 became service points.
- Note 4: University Lecturers (ULs) and University Senior Lecturers (USLs) will be appointed to Grades 9 and 10 respectively. ULs may progress through service points 1–9 of Grade 9. USLs may progress through service points 1–3 and contribution points 4–5 of Grade 10. Readers will only be appointed to point 2 in Grade 11 (point 63). Senior Research Associates will be appointed to Grade 9. Research Associates will be appointed to Grade 7 spine point 40 from 6 April 2017 and to spine point 41 from 1 October 2017. Research Assistants will be appointed to Grade 5. The contribution points in Grades 9 and 11 do not apply to ULs and Readers. They apply to academic-related staff. The professorial minimum will be point 68 in band 1 of Grade 12.
- Note 5: For academic staff (other than Professors and USLs) contribution will be recognized through the promotions procedure as now and not by use of contribution points. USLs will also have access to the Senior Academic Promotions procedure under which they may also be awarded contribution points 4–5 in Grade 10.
- Note 6: Academic-related professorial-equivalent staff will be appointed on the contribution bands of Grade 12 according to the HERA points boundaries for each level.
- Note 7: Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.
- Note 8: Incremental progression through the service-related points occurs on the incremental date which will normally be on the anniversary of appointment or 1 April, 1 July, or 1 October respectively for staff engaged on terms and conditions for Manual, Clerical/Secretarial, and Technical Division appointments.
- Note 9: Direct employees of the University appointed to Grade 1 will not be paid below spine point 17, with effect from 1 November 2015.
- Note 10: Points 32 and 50 were aligned to the National Single Pay Spine for Higher Education Academic and Support Staff, as negotiated by the Universities and Colleges Employers Association on behalf of UK higher education employers, with effect from 1 January 2014.
- Note 11: On 1 January 2015 the first contribution points of Grades 1, 5, and 6 became service points.
- Note 12: Spine point 13 was removed from the National Spine and the University's Grade 1 with effect from 1 August 2016.

UNIVERSITY OF CAMBRIDGE: SINGLE SALARY SPINE AS AT 1 AUGUST 2018

Point on scale	Grades											12				Point on scale	Single spine salary		
	T	1	2	3	4	5	6	7	8	9	10	11	Band 1	Band 2	Band 3		Band 4	From 1 August 2017	From 1 August 2018
100															*		100	£180,014	£183,614
99															*		99	£174,776	£178,272
98															*		98	£169,689	£173,083
97															*		97	£164,752	£168,047
96															*		96	£159,956	£163,155
95															*		95	£155,304	£158,410
94															*		94	£150,784	£153,799
93															*		93	£146,397	£149,325
92															*		92	£142,139	£144,981
91															*		91	£138,004	£140,764
90															*		90	£133,989	£136,669
89																	89	£130,091	£132,693
88																	88	£126,308	£128,834
87															*	*	87	£122,634	£125,087
86															*		86	£119,064	£121,445
85															*		85	£115,603	£117,915
84															*		84	£112,240	£114,485
83															*		83	£108,977	£111,156
82															*	*	82	£105,807	£107,923
81															*	*	81	£102,729	£104,784
80															*		80	£99,741	£101,736
79															*		79	£96,842	£98,779
78															*		78	£94,025	£95,905
77															*	*	77	£91,293	£93,119
76															*	*	76	£88,638	£90,411
75															*	*	75	£86,060	£87,781
74															*		74	£83,558	£85,229
73															*		73	£81,129	£82,752
72															*		72	£78,772	£80,348
71															*		71	£76,481	£78,010
70															*		70	£74,257	£75,742
69															*		69	£72,099	£73,540
68															*		68	£70,004	£71,404
67																	67	£67,971	£69,331
66																	66	£65,997	£67,317
65																	65	£64,080	£65,361
64																	64	£62,218	£63,462
63																	63	£60,410	£61,618
62																	62	£58,655	£59,828
61																	61	£56,950	£58,089
60																	60	£55,297	£56,403
59																	59	£53,691	£54,765
58																	58	£52,132	£53,174
57																	57	£50,618	£51,630
56																	56	£49,149	£50,132
55																	55	£47,722	£48,677
54																	54	£46,336	£47,263
53																	53	£44,992	£45,892
52																	52	£43,685	£44,559
51																	51	£42,418	£43,267
50																	50	£41,212	£42,036
49																	49	£39,992	£40,792
48																	48	£38,833	£39,609
47																	47	£37,706	£38,460
46																	46	£36,613	£37,345
45																	45	£35,550	£36,261
44																	44	£34,520	£35,211
43																	43	£33,518	£34,189
42																	42	£32,548	£33,199
41																	41	£31,604	£32,236
40																	40	£30,688	£31,302
39																	39	£29,799	£30,395
38																	38	£28,936	£29,515
37																	37	£28,098	£28,660
36																	36	£27,285	£27,830
35																	35	£26,495	£27,025
34																	34	£25,728	£26,243
33																	33	£24,983	£25,482
32																	32	£24,285	£24,771
31																	31	£23,557	£24,029
30																	30	£22,876	£23,334
29																	29	£22,214	£22,659
28																	28	£21,585	£22,017
27																	27	£20,989	£21,414
26																	26	£20,411	£20,836
25																	25	£19,850	£20,275
24																	24	£19,305	£19,730
23																	23	£18,777	£19,202
22																	22	£18,263	£18,688
21																	21	£17,764	£18,189
20																	20	£17,326	£17,751
19																	19	£16,983	£17,408
18																	18	£16,654	£17,079
17																	17	£16,341	£16,766
16																	16	£16,035	£16,460
15																	15	£15,721	£16,146
14																	14	£15,417	£15,842
14	T Grade	1															14	£15,417	£15,842
13	T13																13	£15,126	£15,543
12	T12																12	£14,675	£15,080
11	T11																11	£14,304	£14,699

Cambridge University Assistants' Contributory Pension Scheme

20 August 2018

Regulation 5 of the regulations for the Contributory Pension Scheme (CPS) (*Statutes and Ordinances*, p. 151), and Rule 5 of the Scheme rules permit the rules of the Contributory Pension Scheme to be amended from time to time. Except where the amendment is required to ensure the Scheme's continued approval by the Savings, Pensions, and Share Schemes Office of the Inland Revenue (now HM Revenue & Customs) such changes require the authority of a Grace.

Rule 5 of the rules of the CPS further provides that the University shall have the power to amend the rules of the Scheme from time to time on the recommendation of the Trustee, C. U. Pension Trustee Limited, provided that the change has the approval of two thirds of the directors of the Trustee and provided that this power of amendment shall be restricted so that there shall be no change in the main purpose of the Scheme. The proposed changes were considered and approved by the Trustee on 18 June 2018.

The changes are designed to bring the provisions on late retirement for active members of the scheme in line with those for preserved members; that is, members who left employment without an immediate entitlement to a pension from the CUACPS. An explanatory note and the changes proposed are available at <https://www.admin.cam.ac.uk/reporter/2017-18/weekly/6518/CPS-changes-Aug2018.pdf>. The current rules of the Scheme are available on the Pensions website at <http://www.pensions.admin.cam.ac.uk/cps>.

The Council is submitting a Grace (Grace 2, p. 893) for the approval of the amendments to the rules of the Cambridge University Assistants' Contributory Pension Scheme as set out at <https://www.admin.cam.ac.uk/reporter/2017-18/weekly/6518/CPS-changes-Aug2018.pdf>.

GRACES

Graces submitted to the Regent House on 22 August 2018

The Council submits the following Graces to the Regent House. These Graces, unless they are withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 105) will be deemed to have been approved at 4 p.m. on Friday, 31 August 2018.

1. That (i) the stipends for all non-clinical University staff whose stipends are steps on the Cambridge general stipend and salary scale be increased as set out in the Schedule to the Council's Notice (on p. 891), and (ii) the stipends for non-clinical officers whose stipends are not steps on the general scale, except the stipend of the Deputy High Steward, be increased by 2% with effect from 1 August 2018, until further notice.
2. That the rules for the Cambridge University Assistants' Contributory Pension Scheme be amended as set out in the Council's Notice dated 20 August 2018 (p. 893).

ACTA

Approval of Graces submitted to the Regent House on 25 July 2018

The Graces submitted to the Regent House on 25 July 2018 (*Reporter*, 6516, 2017–18, p. 867) were approved at 4 p.m. on Friday, 3 August 2018.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'