

# CAMBRIDGE UNIVERSITY REPORTER

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*End of the Official Part of the 'Reporter'*



UNIVERSITY OF  
CAMBRIDGE

## NOTICES

## Calendar

10 September, *Friday*. Congregation of the Regent House at 10 a.m. Scarlet Day.

11 September, *Saturday*. Congregation of the Regent House at 10 a.m. Scarlet Day.

17 September, *Friday*. Congregation of the Regent House at 10 a.m.

18 September, *Saturday*. Congregation of the Regent House at 10 a.m.

1 October, *Friday*. Michaelmas Term begins. Congregation of the Regent House at 9.55 a.m.: Election and admission of the Proctors. Annual address by the Vice-Chancellor.

5 October, *Tuesday*. Full Term begins.

This is an extraordinary issue of the *Reporter* within the 2020–21 academic year. The first ordinary issue of the 2021–22 academic year is due for publication on Wednesday, 29 September 2021.

## Election to the Board of Scrutiny in class (c)(ii)

2 August 2021

The Vice-Chancellor announces that the following have been elected to serve as members of the Board of Scrutiny from 1 October 2021:

## Class (c)(ii) (members of the Regent House):

Mr GRAHAM PETER ALLEN, *W*

Dr ROBERT VINCENT LEVESON DOUBLEDAY, *CHR*

Dr ORSOLA RATH-SPIVACK, *LC*

Ms JOCELYN MARGARET WYBURD, *CL*

Details of the poll and the transfer of votes under the Single Transferable Vote regulations (*Statutes and Ordinances*, p. 114) are as follows:

Number of valid votes cast: 645 (no invalid votes) (Quota: 129)

	First count	Transfer of Mr Allen's surplus	Second count	Transfer of Mr Hopwood's votes	Third count	RESULT
Mr GRAHAM PETER ALLEN, <i>W</i>	239	-110	129	–	129	ELECTED
Dr ROBERT VINCENT LEVESON DOUBLEDAY, <i>CHR</i>	90	+19.74	109.74	+13.58	123.32	ELECTED
Mr ROBERT JOHN HOPWOOD, <i>MUR</i>	48	+23.97	71.97	-71.97	–	
Dr KAREN OTTEWELL, <i>LC</i>	70	+28.2	98.2	+20.58	118.78	
Dr ORSOLA RATH-SPIVACK, <i>LC</i>	111	+14.57	125.57	+3	128.57	ELECTED
Ms JOCELYN MARGARET WYBURD, <i>CL</i>	87	+22.56	109.56	+15.05	124.61	ELECTED
<i>Non-transferable</i>		0.96	0.96	19.76	20.72	
TOTAL	645		645		645	

As previously noted, the Council will publish a Grace early next term to determine the length of the period that each of the elected members will serve (see *Reporter*, 6623, 2020–21, p. 710).

Grace 2 of 29 July 2021 (discontinuation of the public display of class-lists):  
Notice of a ballot

6 August 2021

The Vice-Chancellor gives notice that he has received a request for a vote on Grace 2 of 29 July 2021 (*Reporter*, 6628, 2020–21, p. 815) from the following members of the Regent House:

D. S. H. ABULAFIA	J. HERBERT	J. E. MORGAN	R. J. SMITH
A. M. AHMED	S. B. HOLDEN	S. M. MURK-JANSEN	F. M. STAJANO
B. C. ALLANACH	P. T. JOHNSTONE	P. PATTENDEN	J. P. TALBOT
M. ASHBY	M. C. JONES	A. I. PESCI	G. L. THOMAS
A. C. L. ASHTON	M. H. KRAMER	D. R. PRATT	S. J. WADSLEY
J. N. BUTTERFIELD	C. G. LESTER	G. RANGWALA	P. M. H. WILSON
P. A. CARTLEDGE	W. Y. LIANG	D. S. ROBERTSON	G. P. WINTER
G. CSÁNYI	J. R. LISTER	M. J. RUTTER	A. ZSÁK
A. R. FERST	S. H. MANDELBROTE	M. J. RYAN	
J. D. FIRTH	J. A. MARENBO	B. P. SIMMS	
R. E. GOLDSTEIN	J. D. MOLLON	P. J. SLOMAN	

### Ballot timetable

A ballot will be held in accordance with the Single Transferable Vote regulations. The Registry will arrange for the circulation of any fly-sheet concerning the ballot, signed in accordance with the Council's Notice on Fly-sheets (*Statutes and Ordinances*, p. 110, as amended by Notice, *Reporter*, 6614, 2020–21, p. 496). Members of the Regent House are asked to use the Regent House Petitions site to circulate fly-sheets.<sup>1</sup> The timetable will be as follows:

1 October 2021, <i>Friday at 1 p.m.</i>	Deadline for amendments
12 November 2021, <i>Friday at 1 p.m.</i>	Deadline for fly-sheets
26 November 2021, <i>Friday at 10 a.m.</i>	Voting opens
6 December 2021, <i>Monday at 5 p.m.</i>	Voting closes / last day for the return of voting papers
8 December 2021, <i>Wednesday</i>	Outcome of voting published in the <i>Reporter</i>

<sup>1</sup> See <https://www.governance.cam.ac.uk/governance/key-bodies/RH-Senate/Pages/RH-Petitions.aspx> for details.

### Academic (Teaching and Scholarship) Career Pathway: Change to launch date

19 August 2021

The Council and the General Board have agreed that the new Academic (Teaching and Scholarship) Career Pathway, approved in May 2021 (*Reporter*, 2020–21: 6612, p. 454; 6616, p. 559), will launch in Lent Term 2022. The new arrangements will now take effect from 25 March 2022, instead of from 1 October 2021, to allow sufficient time for necessary system updates. The Council and the General Board acknowledge that this will be disappointing for affected staff members.

The Academic (Teaching and Scholarship) Promotions Scheme will launch in Michaelmas Term 2022, as planned.

### University salaries and stipends

19 August 2021

The Universities and Colleges Employers Association (UCEA) has proposed a pay settlement from 1 August 2021.<sup>1</sup> The settlement provides for a 1.5% increase to the stipends and salaries of non-clinical staff on all spine points, except spine points 11 to 33 where the increases will be as follows:

Points 11 to 15	3.60%	Point 25	2.22%
Point 16	3.23%	Point 26	2.12%
Point 17	3.11%	Point 27	2.02%
Point 18	3.00%	Point 28	1.92%
Point 19	2.89%	Point 29	1.82%
Point 20	2.78%	Point 30	1.77%
Point 21	2.67%	Point 31	1.68%
Point 22	2.56%	Point 32	1.63%
Point 23	2.45%	Point 33	1.54%
Point 24	2.33%	Point 34 and above	1.50%

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 should proceed.

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. 837) to the Regent House for the approval of an increase of 1.5% to 3.60% (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 (on p. 835). This indicates the 49 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.

It is expected that, if the Grace is approved, the increases will be paid to staff in the September 2021 payroll.

<sup>1</sup> For information on the current and previous pay awards see <https://www.hr.admin.cam.ac.uk/pay-benefits/pay-and-reward/pay/annual-pay-review>.

SCHEDULE

UNIVERSITY OF CAMBRIDGE SINGLE SALARY SPINE AS AT 1 AUGUST 2021

Point on scale	Grades											Point on scale	Single spine salary			
	T	1	2	3	4	5	6	7	8	9	10		11	Previous Rate	Current Rate	
									12							
								Band 1	Band 2	Band 3	Band 4					
100														100	£186,919	£189,723
99														99	£181,481	£184,203
98														98	£176,198	£178,841
97														97	£171,071	£173,637
96														96	£166,092	£168,583
95														95	£161,261	£163,680
94														94	£156,568	£158,917
93														93	£152,013	£154,293
92														92	£147,591	£149,805
91														91	£143,298	£145,447
90														90	£139,129	£141,216
89														89	£135,082	£137,108
88														88	£131,153	£133,120
87														87	£127,338	£129,248
86														86	£123,631	£125,485
85														85	£120,038	£121,839
84														84	£116,546	£118,294
83														83	£113,157	£114,854
82														82	£109,865	£111,513
81														81	£106,670	£108,270
80														80	£103,567	£105,121
79														79	£100,557	£102,065
78														78	£97,631	£99,095
77														77	£94,795	£96,217
76														76	£92,038	£93,419
75														75	£89,362	£90,702
74														74	£86,763	£88,064
73														73	£84,241	£85,505
72														72	£81,794	£83,021
71														71	£79,414	£80,605
70														70	£77,105	£78,262
69														69	£74,864	£75,987
68														68	£72,689	£73,779
67														67	£70,579	£71,638
66														66	£68,529	£69,557
65														65	£66,538	£67,536
64														64	£64,604	£65,573
63														63	£62,727	£63,668
62														62	£60,905	£61,818
61														61	£59,135	£60,022
60														60	£57,418	£58,279
59														59	£55,751	£56,587
58														58	£54,131	£54,943
57														57	£52,559	£53,348
56														56	£51,034	£51,799
55														55	£49,553	£50,296
54														54	£48,114	£48,835
53														53	£46,718	£47,419
52														52	£45,361	£46,042
51														51	£44,046	£44,706
50														50	£42,793	£43,434
49														49	£41,526	£42,149
48														48	£40,322	£40,927
47														47	£39,152	£39,739
46														46	£38,017	£38,587
45														45	£36,914	£37,467
44														44	£35,845	£36,382
43														43	£34,804	£35,326
42														42	£33,797	£34,304
41														41	£32,816	£33,309
40														40	£31,865	£32,344
39														39	£30,942	£31,406
38														38	£30,046	£30,497
37														37	£29,176	£29,614
36														36	£28,331	£28,756
35														35	£27,511	£27,924
34														34	£26,715	£27,116
33														33	£25,941	£26,341
32														32	£25,217	£25,627
31														31	£24,461	£24,871
30														30	£23,754	£24,174
29														29	£23,067	£23,487
28														28	£22,417	£22,847
27														27	£21,814	£22,254
26														26	£21,236	£21,686
25														25	£20,675	£21,135
24														24	£20,130	£20,600
23														23	£19,612	£20,092
22														22	£19,133	£19,623
21														21	£18,709	£19,209
20														20	£18,342	£18,852
19														19	£18,009	£18,529
18														18	£17,682	£18,212
17														17	£17,361	£17,901
16														16	£17,046	£17,596
15														15	£16,736	£17,338
14														14	£16,420	£17,011
13														13	£16,111	£16,691
12														12	£15,830	£16,493
11														11	£15,236	£15,784

*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 and on 1 January 2015 the first contribution points of Grades 1, 5 and 6 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 recognised 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:	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 10:	Spine point 13 was removed from the National Spine and the University's Grade 1 with effect from 1 August 2016.
Note 11:	Direct employees of the University appointed to Grade 1 will not be paid below spine point 18, with effect from 1 August 2017.
Note 12:	Staff on spine points 18–20 are eligible for the Cambridge Living Wage (CLW) supplement.

**NOTICES BY THE GENERAL BOARD****Advisory Council for the Hamilton Kerr Institute****With immediate effect**

The General Board, on the recommendation of the Fitzwilliam Museum Syndicate, has agreed to a change in the arrangements for chairing the Advisory Council for the Hamilton Kerr Institute. The Advisory Council is currently chaired by the Chair of the Fitzwilliam Museum Syndicate, but the Syndicate would like there to be the opportunity for another member of the Syndicate to serve in this role where the Syndicate agrees that this would be appropriate. The Advisory Council supports this change. The Board has therefore agreed to the following change to the General Board Regulations governing the membership of the Advisory Council:

By amending Regulation 5(a) of the regulations for the Fitzwilliam Museum Syndicate (*Statutes and Ordinances*, p. 655) to read as follows:

- (a) a member of the Fitzwilliam Museum Syndicate appointed by the Syndicate as Chair of the Advisory Council;

**GRACES****Grace submitted to the Regent House on 19 August 2021**

The Council submits the following Grace to the Regent House. This Grace, unless it is 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, 27 August 2021**. Further information on requests for a ballot or the amendment of Graces is available to members of the Regent House on the Regent House Petitions site.<sup>§</sup>

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 dated 19 August 2021 (p. 834), 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 1.5% with effect from 1 August 2021, until further notice.

<sup>§</sup> See <https://www.governance.cam.ac.uk/governance/key-bodies/RH-Senate/Pages/RH-Petitions.aspx> for details.

**ACTA****Approval of Graces submitted to the Regent House on 29 July 2021**

Of the Graces submitted to the Regent House on 29 July 2021 (*Reporter*, 6628, 2020–21, p. 815), Graces 1 and 3 were approved at 4 p.m. on Friday, 6 August and a request for a ballot was received on Grace 2 (see p. 833).

E. M. C. RAMPTON, *Registrar*

**END OF THE OFFICIAL PART OF THE 'REPORTER'**

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