

Red Circling : Amendment to Appendix 6

- a) Following agreement of a PDP, pay will be protected on a frozen basis during the period the PDP is in place. The PDP will be for a period of up to **four years**. **This arrangement may in agreement with the relevant trade union end after three years** (e.g. where the member of staff has shown little or no progress with personal development). The University in discussion with the relevant trade union reserves the right to increase the protection period in exceptional circumstances, e.g. where a member of staff may be very close to retirement.
- b) If, by the end of the protection period, the protected rate of pay remains higher than that for the top increment of the grade for the individual's role as most recently evaluated by role analysis, the role will be further re-evaluated and the salary will reduce to the top non-crp increment of the resultant grade. **The individual in such circumstances will be eligible for consideration for the award of CRPs within this grade**

Terms and Conditions Statement

Terms and conditions for all staff on a particular grade within the new pay structure are the same. There is no requirement within the Framework Agreement for terms and conditions to be harmonised vertically (i.e. to be the same for all grades). There is a requirement in terms of equal pay legislation for work of equal value to be remunerated equally both in terms of pay and terms and conditions and the UoD Agreement complies with this requirement.

Appeals Panel: Addition to Appendix 7 CRPs

The composition of the appeals panel will be made up of representatives of University management (50%) and the recognised trade unions (50%)

Responses to other issues raised

1. Harmonisation Manual Staff August 2005 – The following extract from the agreement acknowledges this issue :“The Framework agreement includes a requirement to reduce working hours for manual staff by 1st August 2005. In recognition that agreement was not achieved by this date, manual staff are granted an additional 2 days annual leave in leave year 2005-6 and an additional 2 days annual leave in leave year 2006-7.”
2. Progression – progression for existing staff in the new structure is related to current progression and the requirement to satisfy the principle of no detriment for staff moving to the new structure. The University of Dundee will change progression in relation to any additional instance of detriment in the Agreement that can be demonstrated. New staff being appointed to any grade will progress incrementally up the scale.
3. Grade overlaps: incremental scales are designed to recognise that individuals gain in experience over time. Whilst there are a few instances of overlapping (3), a comparison would be based on an experienced person in the lower grade against a junior person in the higher grade and such a comparison is acceptable in terms of the value of the individual's work in both cases
4. CRPs - there is a requirement only for horizontal integration in respect of the pay structure and that this therefore permits different numbers of contribution related points.

