#### **Childcare Services**

# Level 1-3 Review Outcome and Full Three-Year Local Pay Negotiation Offer (2022 – 2025)

(Applicable Period: 1 August 2022 - 31 July 2025\*)

**Timelines for Implementation –** Campus Trade Unions will ballot members in relation to the offer. The University has asked for those results to be communicated **by 22 July 2022** to enable implementation of the offer within salary paid at the end of August. A result after that date will delay implementation.

#### Contents:

- A. Summary of the offer for CCS staff
- B. Appendices
  - I. Proposed salary scales from 1 August 2022 APM, O&F, TS & CCS Levels 1-3
  - II. Eligibility for incremental progression

#### A. Summary of the Core Offer Elements for Child Care Services Staff

CCS Services Staff offer includes item 1, 5 & 6 from the O&F, TS & APM Level 1-3 offer described in Section A. This covers the cost-of-living increase and the schedule of improvements to annual leave and pension provision.

In addition, the standard maximum spine point for both CCS1 and CCS2 will increase by one spine point effective from 1 August 2022. The salary scale for CCS staff is shown in *Appendix 1*. This means that the standard maximum for:

- CCS1 will be SP13
- CCS2 will be SP20

**Note:** Staff who do not receive an increment due to being above the new standard maximum for their level will receive a non-consolidated bonus as at 1 August 2022 equal to the value of an increment\*

#### 1. Additional Annual Leave

Current	Year 1	Year 2	Year 3
25 Days	26 Days	26 Days	27 Days

The University will increase the FTE annual leave allowance for to 26 days in year 1 and 27 days in year 3\*.

- \* Additional annual leave in years 1 and 3 are effective the start of the next leave year for the staff group eg 1 October 2022 and 1 October 2024)
- All staff receive Bank and University Holidays, additional leave is pro rata for part-time colleagues

**Area of Joint Working:** To consider whether the University could further increase the annual leave provision for staff at Levels 1 -3, to potentially achieve 30 days in future years, the University, Unison, Unite and local managers commit to undertake joint working to explore the changes in working practices required to satisfy all parties this could be a workable change to terms and conditions.

**Note:** staff at Levels 4-7 are required to reasonably work the hours required to deliver the role (including no accumulation of TOIL and cover for colleagues within normal working time).

<sup>\*</sup>Subject to the eligibility criteria outlined in *Appendix 2*.

## 2. CRSP Pension Increases to Employee and Employer Maximum Contribution Rates

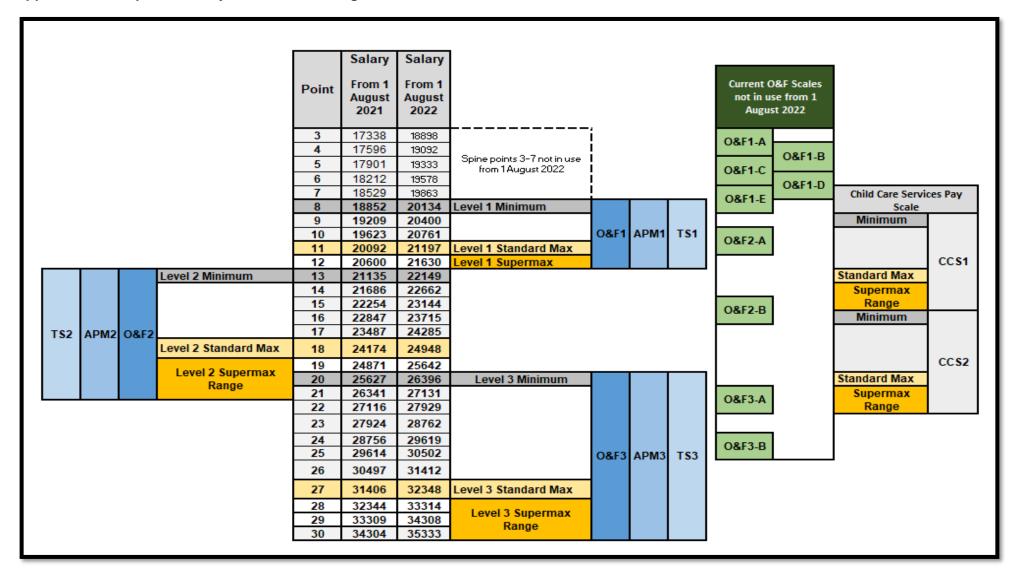
The University offer a staged increase to the maximum rate of employee and employer contributions, as detailed below.

Year	Max Employee Contribution	Max matched Employer Contribution	Total Max Contribution
Current	5%	10%	15%
Year 1 (from 1 August 2022)	6%	12%	18%
Year 2 (from 1 August 2023)	7%	14%	21%
Year 3 (from 1 August 2024)	8%	16%	24%

## 3. Rates of Pay for Onsite Bank Holiday and University Holiday Working

Double time will be payable for all hours worked on Bank Holidays and University Holidays for all staff at Levels 1 - 3. This rate will apply equally to both full-time and part-time staff and for all hours worked on those days.

Appendix 1 – Proposed Salary Scales from 1 August 2022



## **Appendix 2 – Incremental Progression Eligibility**

Eligibility Criteria: Staff will be eligible for the uplift/non-consolidated payment where they:

- have demonstrated satisfactory performance
- started employment before 1 May 2022 (subsequently 1 May 2023 and 1 May 2024 for years 2 and 3), and
- are in employment with the University on the payment date eg August or September pay date in the respective year