**From:** Lena Stern <[lena.stern@northumbria.ac.uk](mailto:lena.stern@northumbria.ac.uk)> **On Behalf Of** Jane Embley  
**Sent:** 15 December 2022 10:06  
**To:** NU All Staff2 <[nuallstaff2@livenorthumbriaac.onmicrosoft.com](mailto:nuallstaff2@livenorthumbriaac.onmicrosoft.com)>  
**Subject:** Important update on the University's response to cost of living pressures

*This email is being sent to all staff.*

Dear Colleagues

Professor Tom Lawson and I have written to you a number of times over the last few months to share with you the progress of our discussions with UCU in relation to our proposal to pay a 3% non-consolidated supplement from 1 January to 31 July 2023. The proposed supplement was payable in addition to the pay points at Grade 3 and above, as salaries at Grades 1 and 2 have already been increased by an equivalent value as part of our recent agreement with UNISON. While the offer was put to UCU, as the recognised trade union representing academic staff, we made clear that we would implement it for all staff groups once we had reached agreement with UCU.

As you know, we originally made the offer early in November in the context of proposed industrial action later that month. In the end that action went ahead and since then we have been trying to agree a joint statement with UCU, acknowledging the ongoing national action but also acknowledging the positive developments at Northumbria with regard to both pay and some of the wider issues related to the dispute. Regrettably, despite providing UCU with five revised versions of the statement that responded to their suggested edits, those discussions have concluded without agreement.

We are proud of our track record at Northumbria, and are well on the way to developing terms and conditions for all staff that are among the very best in the sector. In the last year alone we have introduced some of the most generous maternity and paternity provisions, we have raised the pay of our lowest paid colleagues and have agreed to match or better on an ongoing basis the Voluntary Living Wage. We have also recently agreed to equalise annual leave entitlements across the University to seven weeks (35 days per annum for full timers) in addition to the already generous closure patterns at Christmas (and an additional day this year on 23 December). Also this month we introduced an innovative scheme to allow colleagues to sell one week of annual leave, something that more than 400 colleagues have already done. This is equivalent to an annual salary increase of 1.92%.

In addition we have taken constructive efforts to bring down the gender pay gap at Northumbria, and the data for 2022, not yet published, indicates that for academic staff there is no median gender pay gap and a mean gap of 1.56%. This is a positive position relative to the sector. We will be publishing ethnicity pay gap data in the near future, and will follow this with proposals to address any imbalances. Also, we will soon be launching a project to consider academic workloads and to understand workload pressures and differences across the University. Precarity is an issue across the sector too, and at Northumbria the vast majority of academic colleagues are employed on permanent contracts.

These are unprecedented times, and we know that for all colleagues the current cost of living challenges are impacting on everyone. Economic forecasts suggest that those pressures will be at their most acute in the first months of 2023. In recognition of these pressures, and without the agreement of UCU to our joint statement, the decision has been taken by the University’s leadership team to implement the 3% non-consolidated salary supplement between 1 January 2023 and 31 July 2023. If, during this period, a national pay award is agreed and is effective within the period it will be implemented by consolidating into base salaries any increase up to 3% and paying a reduced non-consolidated supplement to make the increase 3% in total. If the national pay deal is 3% the supplement will be consolidated in full or if higher than 3% then the supplement will be consolidated and the full increase paid. I have explained in previous communications our commitment to longer term sustainable improvements in preference to one off reactive responses.

Northumbria continues to aspire to be an Employer of Choice and it is our belief that our progress and achievements this year demonstrate our commitment to this goal.

If you have any questions about this update, or have ideas about other ways the University can support colleagues with cost of living pressures, please do not hesitate to contact me.

Best wishes

Jane

**Jane Embley (she/her)**

*Director of Human Resources & Organisational Development*

[Jane.Embley@Northumbria.ac.uk](mailto:Jane.Embley@Northumbria.ac.uk)

Sutherland Building, Northumbria University, Newcastle upon Tyne, NE1 8ST, United Kingdom



Have you seen our December [People Update](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Flivenorthumbriaac.sharepoint.com%2Fsites%2Fhru%2FSitePages%2FDecember_2022.aspx&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C77b538eace5547d71a2408dade93103b%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638067020468585489%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=6q%2BU3N6AP5bfLV3GALK%2FkR8f8BLXGt%2BGipBnmevbzV0%3D&reserved=0)? For any queries or requests in relation to Human Resources please contact [Ask HR](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fone.northumbria.ac.uk%2Fhr%2Fhome%2FPages%2FAsk%2520HR.aspx&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C77b538eace5547d71a2408dade93103b%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638067020468741704%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=kFq8hE5TEq1L3PaeRV%2BOe2mNLtkvp9z2KhrIPaZ0%2BMo%3D&reserved=0)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| A picture containing arrow  Description automatically generated | cidimage003.png@01D7D580.DAD21450 | cidimage004.png@01D7D580.DAD21450 | stonewall-diversitychampion-logo-black | cidimage006.png@01D7D580.DAD21450 | signature_1079562779 |  |  |  |  |

