

This email is being sent to all colleagues on behalf of Jane Embley, Director of Human Resources and Organisational Development

A message from
Jane Embley



Dear Colleagues,

In my [last update](#) on the University's response to the current cost of living pressures, I confirmed the decision taken by the University's leadership team to implement a 3% non-consolidated monthly salary supplement between 1 January 2023 and 31 July 2023 for colleagues up to and including Grade 9 whose annual salary has not already been increased by an equivalent value for this year.

Eligible colleagues will receive the first salary supplement with their salary this month. Information on who is eligible, how supplements have been calculated and how the payments will be made can be found [here](#).

As I have previously explained, the University introduced the monthly supplement, in response to the current cost of living pressures, in preference to the one-off payments made by many other universities.

We support the Universities and Colleges Employer's Association's (UCEA) proposal to bring forward the 2023-24 pay negotiations and Northumbria will transition to those arrangements once they are confirmed. If the settlement is higher than 3% the University will make the increase on a consolidated basis from the effective date (thereby removing the supplement) and if the national settlement is lower the University will consolidate the increase agreed nationally and pay the balance as a non-consolidated supplement (to make the total 3%).

The final negotiating meeting between UCEA and the recognised Trade Unions is taking place today, and I will provide a further update once next steps are known.

If you have any questions please do not hesitate to contact me.

Best wishes

Jane

Jane Embley (she/her)

Director of Human Resources & Organisational Development