

## Assimilation to New Pay Structure Policy

### 1. Assimilation

The JNCHES Framework Agreement for the Modernisation of Pay Structures was developed in partnership between employers' and trades unions' representatives under the arrangements detailed in the June 2001 agreement establishing JNCHES.

Appendix F of the Framework Agreement sets out the basic arrangements agreed nationally for how staff should move from present nationally agreed pay scales to new pay structures established under the terms of this Framework Agreement.

The interpretation of the Agreement in respect of Academic and Related Staff is governed by a Memorandum of Understanding with the AUT (now UCU).

The Framework Agreement recognises the need for HE institutions to negotiate local procedures for the detailed application of these arrangements in partnership with recognised trade unions.

The provisions of Appendix F will be implemented and supplemented by the University of Manchester as follows:

Assimilation will depend on how an individual's current substantive salary (current pay at the point of implementation) relates to the pay range for the grade (pay for grade) of their present post as that grade has been determined following job evaluation

#### 1.1 Where current pay **matches** pay for grade:

- The individual will be paid at the point on the new spine equal to their current pay,
- The individual's grade will be confirmed forthwith,
- Payment will be backdated to 1 October 2004 or the relevant date of appointment should this be later.

#### 1.2 Where current pay **is lower than** pay for grade:

- The individual will be moved to the appropriate higher grade and will be paid at the bottom of the pay range for that grade with effect from 1 October 2004 or the relevant date of appointment should this be later.
- Except that, where the resulting increase in pay exceeds 10%, that increase may be phased over two years in accordance with the National Agreement.

#### 1.3 Where current pay **is higher than** pay for grade:

- The individual continues at their current pay level, on a protected basis, as described in the Pay Protection Policy, after which his/her pay will be reduced to the highest point below the contribution threshold on the pay range appropriate for the post as graded following job evaluation.

- Every effort will be made to seek alternative solutions to the protected situation as detailed in 2.4 of the Pay Protection Policy.

For the purposes of the above, current pay includes basic salary only and any other allowances that may have been received by a member of staff that will cease will be dealt with in accordance with other agreed arrangements for terms and conditions.

**1.4** In the case of academic and academic related staff, where eligible through interim job matching or HERA job evaluation, assimilation and progression will be based on Appendix 2: Assimilation Table of the "Interim Agreement on the Implementation of the Framework Agreement for Academic and Academic Related Staff". Eligible staff are those who were paid in accordance with the legacy Academic and Related pay grades immediately before application of the Interim Agreement.

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Related Statutes, Ordinances, General Regulations:	
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