

# General Staff Remuneration

- A working party with the TEU, EPMU and the University.
- Union Representatives:
- Dean Scott, Jane Kostanich, Chris Good, Jo Stone, Christine Alexander from the TEU
- Misty Manu from the EPMU



# The Employer's Position

- Sustainability? Affordability? Cheaper?
- This was not why the working party was formed, it is a constraint that the employer is focussing on. We are seeking a fair and principled pay system.



# The Figures

- The graphs: Massey **Maximum** pay rate compared with the Market **Median**. **But** 76% of staff are below the maximum pay rate.
- The incremental system allows the Employer to pay staff below the going rate for a job for many years.
- The incremental cost is expected to decline by 0.2% for each of the next two years.
- If it is unaffordable it is because Central Government are not funding Universities adequately.



# Our proposed model

- The IPE model is transparent, equitable and an acceptable basis for a rem system, but we want to fix some problems:
- Retain the annual increments but reduce the number of steps within the grades
- Create a new category of advanced professional development that adds 5-10% on top of the grade maximum
- Reduce the overlap between the grades and ensure that promotion = a payrise



# The Difficult Bit: Translation

- Massey states that they are limited by “affordability” so the new model, if agreed, may not proceed immediately.
- If it does proceed what happens to those whose jobs are graded down in translation to the new system?



# Options

- Grandparenting?
- Dual models using an opt in mechanism?
- Pay out?
- Phase in?
- Anything else?



# A new System

- Any change to the Collective must be agreed by the majority of members.
- We expect the Working Group to negotiate the best possible scenario and this form the basis of a claim at the 2013 negotiations.
- If it costs to introduce we can expect this to have an impact on the overall settlement gained.



# We seek your endorsement

- That the representatives on the working party work to develop the best possible model based on this proposal.
- This will then be presented to the members to vote on.

