

1st September 2015

Rosie Calokatsia
Andrew Murray
Richard Soer
Joel Dunn
Andy Young
Trevor Murrells

Dear Colleagues

Re: London Weighting Allowance

Further to our meeting on Wednesday 26th August regarding the above I confirmed I would write to set out the university's revised offer.

Firstly, the university offers to increase all non-clinical London Weighting Allowance payments to a minimum FTE of £2,323. Secondly, it proposes to increase this payment by £200 so with effect from 1st August 2015 London Weighting Allowance would be £2,523 per annum FTE. Finally the university proposes to consolidate this payment into the basic pay so it will then be updated in line with the pay awards which are applied to the national single pay spine. For the avoidance of doubt by the nature of the proposed consolidation of the London Weighting Allowance into basic pay would necessitate no further future discussions on this issue.

The university believes this final offer to be fair and affordable. As stated at our meeting we do not see an increase to £4,000 London Weighting Allowance achievable now or in the foreseeable future.

We agreed last week that at this time of the year union colleagues may need additional time to consult with their membership over this offer and therefore requested that the university receives a formal reply no later than 30th September 2015.

With regard to next steps the university confirmed the above offer will not be implemented without formal agreement in its entirety ie it will not be imposed.

Finally all parties agreed not to proceed with our meeting scheduled for 7th September 2015, however it was also agreed that this meeting may happen if the parties identified a definitive requirement for it to take place.

The university looks forward to hearing your formal response in line with the time-frame above.

Yours sincerely



Nigel Brailsford
HR Director – Remuneration and Policy