



University  
of Exeter

## PROPOSAL TO AMEND GRADES B TO D

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Subject to acceptance of all proposals below, the University will implement the following changes to Grades B to D.

In this proposal:

- Effective date means the date from which the increase, with backdating, impacts an employee's pay.
- Implementation date means the payroll period in which the pay uplift is implemented.

### Grade B

1. The first point on the University's grading scheme (L1) will continue to track the Foundation Living Wage (FLW).
2. The effective date of future FLW-linked increases will be moved from 1 November each year to the following **1 August** to align with the effective date of JNCHES increases, subject to the following:
  - (a) After the outcome of the national pay negotiations is known and ready for implementation, the annual uplift for all staff in Grades B to H will be implemented in the same payroll period (the implementation date). This will usually be August each year, but maybe later if the implementation of the JNCHES uplift is delayed.
  - (b) Where the effective date of the national (JNCHES) uplift is 1 August:
    - For colleagues in Grade B whose new salary is the FLW, the uplift will be backdated to the effective date of 1 April. Calculation and payment of arrears will be made at the earliest opportunity subject to payroll priorities and resourcing.
    - For all other colleagues, the effective date of the uplift will be 1 August.
  - (c) Where the effective date of the national (JNCHES) uplift is later than 1 August for any reason (including where the JNCHES deferral clause is applied), the backdating of the effective date of the FLW uplift will also be delayed.
  - (d) Backdating will only apply to staff employed on the date of implementation.

This means that, the increase to the FLW announced by the Living Wage Foundation in Autumn 2026 will be implemented on **1 August 2027** (the implementation date), with an effective date of 1 April 2027.
3. From **1 August 2026**, points in Grade B will be aligned to the JNCHES scale as follows:
  - L1: Higher of JNCHES point 12 or the FLW
  - L2: Higher of JNCHES point 13 or the FLW
  - L3: Higher of JNCHES point 14 or the FLW
  - L4: Higher of JNCHES point 15 or the FLW
4. If the 2025 local rates are higher than the corresponding JNCHES rates at August 2026 (ie following the implementation of the 2026/27 national pay negotiations), the 2025 local rates will continue to apply. No employee will experience a reduction in their basic salary.

5. Colleagues in Grade B will continue to receive annual increments on 1 August each year subject to a minimum of 6 months service in the grade.

### Grade C

6. From **1 August 2026**, points in Grade C will be aligned to the JNCHES scale as follows:
  - L5: JNCHES point 16
  - L6: JNCHES point 17
  - L7: JNCHES point 18
  - L8: JNCHES point 19
  - L9: JNCHES point 20
7. If the 2025 local rates are higher than the corresponding JNCHES rates at August 2026 (ie following the implementation of the 2026/27 national pay negotiations), the 2025 local rates will continue to apply. No employee will experience a reduction in their basic salary.
8. Colleagues in Grade C will continue to receive annual increments on 1 August each year subject to a minimum of 6 months service in the grade.

### Grade D

9. From the first of the month following the conclusion of negotiations, the salary for points 18-20 will be increased to the national salary rate for point 21 (£30,378). For example, if agreement is concluded by Tuesday 31 March 2026, this increase would be applied from 1 April 2026.
10. This will mean that, from the date of implementation until 31 July 2026, Grade D will be as follows:
  - point 18: £30,378
  - point 19: £30,378
  - point 20: £30,378
  - point 21: £30,378
  - point 22: £31,326
11. From **1 August 2026**, Grade D will be as follows:
  - JNCHES point 21
  - JNCHES point 22
  - JNCHES point 23
12. Colleagues on point 22 will increment to point 23 from 1 August 2026 (subject to 6 months in the grade).
13. JNCHES increases will be applied to Grade D from 1 August 2026.

### Other Comments

These proposals are intended to address the impact on colleagues in Grade D of the November 2025 increase in the FLW. No changes will be made to Grade E. The University recognises that successive years of “bottom loading” and increases to the National Living Wage and FLW have compressed the lower half of the national pay spine. We continue to support joint work at national level to review the pay spine, subject to affordability and implementation at local level. It is regrettable that the joint work planned for this year will not now take place as a consequence of trade unions’ decisions to ballot for industrial action. While recognising that the 2026/27 national pay negotiations won’t start until the Spring 2026, we would support a national review being taken forward in the next pay round. If a plans for national review during 2026/27 are not clear by September 2026, then we will engage with trade unions on what action can be taken locally recognising the current financial environment.