

unite the
union
at
Loughborough

NEWS LETTER



Issue 48 November, 2023

**WELCOME TO THE LATEST NEWS FROM UNITE
THE UNION AT LOUGHBOROUGH**

New Car Parking System

Throughout the year, your union has had consultations with Senior management. We maintained free parking for employees in Grades 1 through to 3, and we preserved car parking fees at their current level. We made every effort to discuss other payment options with management, but regrettably, the new system was limited to phone and direct debit payments. This is not ideal for some members but this is the best outcome the consultation process could have achieved.

Your Union encourages those who have not registered their car to do so now by following this link; [Car Parking](#).

Restructures

There have been numerous restructurings in 2023, and through the consultation process, your union has been heavily involved in each of them. We have been able to retain members in their present positions or through the redeployment process without the need for any compulsory redundancies. If you need guidance or assistance during a current reorganization, please get in touch with your representative.

Staff Survey

The frequency of staff surveys will now be annually. The significance of your participation in these surveys cannot be overstated. Your Union will be aware of the results in advance of the wider community being notified. We will consult with HR and senior management to suggest the best course of action from the results. Please remember that your staff survey feedback is anonymous and be truthful. It is intended that the next staff survey will be released in November 2023.

Market Supplements

Market Supplements are used to retain staff and their experience at the university. Their usage has increased significantly in 2023. However, your union understands that Market Supplements are required considering the current climate in the Higher Education Sector, but that their application must be fair. Some staff received Market Supplements to keep their experience after being offered a comparable job and proving they could earn more money outside of the university.

We are putting pressure on HR and Senior Management to distribute Market Supplements more fairly, meaning that if one person gets one, then other people in the same role ought to get one too.

Real Living Wage

A rise to £12 per hour has been announced for the Real Living Wage. As an accredited employer the University must put the increase into effect by May 2024. Since the Real Living Wage is increasing more quickly than your current salary, we have been advocating for a reform in the current pay grades and warned management that this trend could have disastrous effects on the pay structure if not addressed. We will continue to collaborate with Senior Management to address the steadily growing pressure across the lower and middle of the pay grades.

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