



Higher Education

Our Ref MJR/VT/HE/02/07

25th January 2007

Dear Member

Re Job evaluation and salary regrading uplifts Higher Education Sector

The process of job evaluation for staff working in Higher Education is now well advanced. Some colleagues will have already been regraded and others are due to follow shortly.

For those staff that have been regraded above their original salary level or for staff who believe they should have been regraded above their existing salary Amicus has some important information that members should take careful note.

Some staff may have the potential to bring equal pay claims. In some cases members may be able to pursue claims for back pay for up to six years. Potential claims may be ongoing whilst members remain in their existing posts.

The time limit for pursuing a claim is six months once staff leave their post. This may be the case even if staff are only taking up a new post in the same department or university.

However members are advised not to delay in contacting the union if they believe they may have a potential claim as any delay could affect potential back pay. **Members should seek advice promptly if they leave their re-evaluated post and well within 6 months from leaving their employment.**

Members are advised to contact their local union representative in the first instance with an outline of why they believe their circumstances are relevant.

Members may have to submit claims through local employer or statutory grievance procedures. Union representatives may be able to offer guidance on these or refer appropriate cases to the union's full time officials who will advise further.

The union is only able to advise members who meet membership requirements and are up to date with their union contributions.

Yours sincerely

A handwritten signature in black ink that reads "Mike Robinson".

Mike Robinson
National Officer
Higher Education