University of York

Statement of Main Terms and Conditions of Employment for Support Staff – Grades 1-5
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This statement sets out the principal terms and conditions on which you are employed by the University of York and should be read in conjunction with your letter of appointment and any amendments which are notified to you.

1. **Place of Work**

The location of your appointment is stated in your letter of appointment. However, you may be required to work, if appropriate, at any of the University premises in Heslington or York, or temporarily elsewhere as necessary for the discharge of your duties. The University reserves the right to relocate its employees to any of its premises, or other locations where it provides a service, following appropriate consultation and notification.

You may be required to travel on University business, including outside of the United Kingdom. Unless stated in your letter of appointment, you will not be contractually obliged to work outside the United Kingdom for any period of more than one month.

2. **Date of Continuous Employment**

Your period of continuous service with the University commenced on the date stated in your letter of appointment.

3. **Duties**

The job title for your post is as stated in your letter of appointment. This post is within the Support staff job group.

You are required to undertake the duties as set out in the Job Description for your post. You may be required from time to time to undertake such other duties as the University may reasonably require.

Following consultation, you may be redeployed to suitable alternative duties within the University, commensurate with your skills and experience, where this is in the interests of the efficiency of the University or in order to avoid redundancy.

4. **Statement of responsibilities**

During your employment you must:-

- carry out your duties diligently and to the best of your ability;
- comply with all lawful and reasonable instructions of the University;
- promote the interests and reputation of the University;
- act in good faith towards the University;
- take all possible care not to damage any of the University's property or equipment.
During your employment with the University you shall not be directly or indirectly employed, engaged, concerned or interested in any other business or undertaking without the prior written agreement of your line manager.

You confirm that by taking up employment with the University or performing your duties for the University you will not be in breach of any contract or any other binding obligation.

5. **Probation**

Your probation period is as stated in your letter of appointment.

The University may, subject to the University’s published policy on probation, extend your probationary period. On the satisfactory completion of your probationary period your employment will be confirmed.

If during your probationary period the University is dissatisfied with your performance, your employment may be terminated by the University giving you not less than one month’s notice.

6. **Hours of Work**

Your hours of work are 37 per week and your working pattern will be as agreed with your Line Manager. Where stated in your letter of appointment, you may be required to work evenings, weekends and/or bank holidays and/or closure days as part of your working pattern.

Salary payments will be based on an expected working week of 37 hours and you will not under normal circumstances be expected to work continued extra hours. There may, however, be occasions when you will be required to work additional hours to meet service demands.

If you have been appointed on a part-time or part-year basis, you will work the hours stated in your offer of appointment; days and times of working will be agreed with your Line Manager. Salary for part-time hours will be pro-rated accordingly.

These hours exclude time taken for breaks and/or lunch.

*Additional Hours*

Working of additional hours will usually be compensated by taking time off in accordance with the flexitime arrangements. If that is not possible your Head of Department or nominated Line Manager will arrange for you to take ‘plain’ time off in lieu; only where this is not appropriate will compensatory overtime payment be paid in accordance with section 7 below.

7. **Pay and Grading Structure**
Your grade and salary on appointment are as stated in your letter of appointment. Details of the payscales and grades are available from Human Resources or at: - http://www.york.ac.uk/admin/hr/resources/pay_scales/grading_structure/

Increments within the scale are normally paid annually on the anniversary of your appointment until you reach the maximum point on your grade. The University reserves the right to withhold any incremental progression in accordance with the University’s performance management or disciplinary procedures.

Your salary will be referred to as your ‘notional salary’ in accordance with the rules of the University’s ‘Rewards Extra’ Benefits Scheme.

**Frequency of Payment**

Your annual salary will be paid in UK sterling as 12 monthly payments by direct credit transfer (BACS) to a UK bank account designated by you on the last working day of each calendar month, after any necessary deductions for income tax, national insurance and any other authorised deductions have been made. The pay date may differ in December due to Christmas and New Year holidays.

**Additional Payments**

**Overtime**

The standard full-time working week of 37 hours, or the full-time rostered hours for staff on multiple week rosters, must be worked before the provisions for overtime come into operation.

Overtime must be authorised by your Head of Department or nominated Line Manager. Overtime payments will normally be paid one month in arrears and will be calculated by reference to notional salary.

**Unsocial Hours Enhancement**

An enhancement will be paid for each hour worked between 12 midnight and 6.00am seven days a week.

This enhancement will not be paid on hours paid at an overtime premium.

Separate arrangements apply to bank holidays.

**Variable Working Enhancement**

An enhancement will be paid for working patterns that cover all 24 hours of the day as well as the full 7 days of the week within a maximum 15 week rotation.

This enhancement will not be paid on hours paid at an overtime premium.
Further details of the arrangements and rates for the above payments are available from Human Resources or at: http://www.york.ac.uk/admin/hr/resources/pay_scales/grading_structure/

8. Pension

Upon joining the University you will be automatically enrolled into The People’s Pension if you are over 21, under State Pension Age, and earning over the relevant threshold (see www.york.ac.uk/pensions/). If you fall outside of these criteria, you may still be able to apply to join (see Appendix 3 for further details). If you are automatically enrolled, you will be sent further information after commencing your employment with the University.

Subject to the rules of the Fund (which may be amended from time to time) you will be eligible to join the University of York Pension Fund after serving a waiting period of three years’ continuous employment with the University. To join the University of York Pension Fund you must apply through the Pensions Office (contact details below). If you are aged 60 or over on completion of the waiting period, you will not be eligible for membership. A copy of the University of York Pension Fund rules is available on the University’s pensions website (www.york.ac.uk/pensions/).

The University reserves the right to alter the University's pension arrangements on giving reasonable notice of such a change.

Pensions Extra (UoY)
Pensions Extra (UoY) is the University's salary exchange scheme for pensions. It is not available if you contribute to The People’s Pension, but is available if you become a member of apply to join the University of York Pension Fund after completing the required waiting period.

If, when you apply to join the University of York Pension Fund, you meet the eligibility criteria of Pensions Extra (UoY) as defined in the Rewards Extra Scheme Rules (see http://www.york.ac.uk/rewardsextra/) and unless you choose to opt out of Pensions Extra (UoY), your annual salary will be reduced by the members’ contribution rate and an equivalent amount will be paid by the University as an additional employer pension contribution into the University of York Pension Fund. If, upon joining the University of York Pension Fund, your employment is due to cease within a period of two years or less from the date of joining, you will not be entered into Pensions Extra automatically.

Contracted-Out of State Second Pension
The People’s Pension is not contracted out of the State Pension Scheme. This means that you will pay the full rate of National Insurance contributions, and will build up benefits in the State Pension Scheme as well as benefits in The People’s Pension.

1 The introduction of a waiting period is currently subject to consultation; more information about the proposed modifications to the University of York Pension Fund and the consultation exercise are available at: www.york.ac.uk/pensions
Pension.

The University of York Pension Fund is contracted out of the State Pension Scheme. This means that you will pay a lower rate of National Insurance contributions, and, instead of building up benefits in the State Pension Scheme, will build up benefits in the University of York Pension Fund. Your entitlement to the basic State Pension will not be affected by this. You will be contracted-out of the State Pension Scheme by reference to the Pension Schemes Act 1993 and you will receive the benefits set out in the scheme rules. Further information can be obtained from the Pensions Office, including information about how the end of contracting-out will affect the University of York Pension Fund.

The Pensions Office can be contacted by e-mail at pensions@york.ac.uk or by telephone on 01904 32 4782 or 01904 32 4805.

9. **Rewards Extra - Salary Exchange Schemes**

The University offers an integrated benefits package called ‘Rewards Extra’ (see the Rewards Extra Brochure enclosed with your Offer of Appointment pack). This contains a range of salary exchange schemes. If you choose and are eligible to participate in any Rewards Extra Salary Exchange Schemes, as defined in the Rewards Extra Scheme Rules as amended from time to time, your annual salary will be reduced in accordance with the terms and conditions of each scheme.

Your Post Salary Exchange Pay is your annual salary less any reductions for your participation in any salary exchange schemes.

10. **Deductions from Pay**

Any deductions instructed by a court order or an order from an employment tribunal, such as an attachment of earnings order, will be deducted from your pay. Other deductions will be taken with your signed authorisation, e.g. Pension, Union Subscriptions, Car Parking Permit.

It is University policy to also recover the following from pay:

- A deduction in the event of your having been overpaid in a previous pay period.
- A deduction in the event of your taking part in industrial action.
- A deduction of any advances or loans made to you by the University.
- A deduction in lieu of leave that has been overtaken at the point of termination of employment.
- A deduction for recovery of Occupational Maternity Pay in the event of failure to return to work for a minimum 3 month period.
- A deduction for any remaining payments due to the University in respect of any benefits under a Rewards Extra Salary Exchange or Voluntary Benefits Scheme, in accordance with the terms and conditions of that scheme.

This is not an exhaustive list and there may be other deductions that can be taken.
Where these sums are due to be taken on termination of your employment and your final pay is not sufficient to allow for the whole deduction to be taken, you will be required to repay the outstanding amount due within one calendar month of your employment termination date unless agreed otherwise.

11. **Holiday Entitlement**

If you work full-time, you are entitled to 38 days paid holiday in any one leave year (see Holiday Year below). This holiday entitlement includes:

- UK public holidays as follows:
  - Christmas Day
  - Boxing Day
  - New Year’s Day
  - Good Friday
  - Easter Monday
  - May Day holiday
  - Spring holiday
  - August holiday
- 3 closure days which are taken between Christmas and New Year;
- 27 days to be taken by arrangement with your Head of Department or nominated Line Manager. The University reserves the right, following consultation with Trade Union representatives, to designate one day of this 27 day entitlement as an additional closure day.

If you work part-time or part-year on full-time hours, you will be entitled to holidays on a pro-rata basis.

Full salary is payable during holidays.

You must not take holiday unless you have obtained the prior approval of your Head of Department or nominated Line Manager.

**Holiday Year**

The standard holiday leave year is 1 October to 30 September.

If your employment commences part way through a holiday year, your entitlement to holiday (including public holidays) during that year will be calculated on a pro rata basis according to the number of calendar days left in the holiday year.

With the prior approval of your Head of Department or nominated Line Manager, you may take all or any part of your statutory holiday entitlement during a period of sick leave.

**Unused Holiday at Leave Year End**
You are expected to take your annual leave in the leave year in which it is accrued. By agreement with your Line Manager you may carry forward up to 5 days leave. Details of the arrangements for carrying forward leave are available at [http://www.york.ac.uk/admin/hr/annual-leave/](http://www.york.ac.uk/admin/hr/annual-leave/).

**Holiday not Taken on Termination of Employment**

Employees leaving the University are expected to take any outstanding leave entitlement during their notice period. Where this is not possible due to the constraints of the service, by agreement with the line manager/Head of Department any outstanding holiday will be paid. Entitlement to payment on termination of employment will be for any days leave carried over from the previous leave year in accordance with the requirements above and any leave accrued but untaken up until the date of termination.

If you are dismissed for gross misconduct or you resign without giving appropriate notice in accordance with these terms and conditions such accrued but untaken holiday shall be based on your minimum statutory holiday entitlement.

A deduction will be made from your salary equivalent to any holiday taken in excess of the accrued entitlement. If your final salary payment is insufficient to allow for the whole of any such deduction to be taken, you will be required to repay the outstanding amount due within one calendar month of the termination date of your employment.

Any holiday pay on leaving (whether owed to you or the University) will be based on your notional salary and subject to normal deductions.

The University reserves the right to require you to take all or part of your holiday entitlement during your notice period or on a particular day or days.

**12. Sickness and Sick Pay**

You are required to abide by the University’s policies on sickness absence and pay, as amended from time to time.

**Notification requirements**

If you are unable to work because of ill health, you must notify your Head of Department or nominated Line Manager as soon as is practically possible and keep them advised throughout the duration of your absence.

Payment of sickness pay is subject to your complying with the University’s notification and reporting procedures. Failure to comply with the notification requirements (including renewal of sickness notification) without good cause may result in the University withholding sick pay for each day for which notification is late and may be treated as a disciplinary matter.
Sick Pay Allowances

Subject to the requirements of this section, the University will pay sickness allowances as follows:

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<th>Period of employment</th>
<th>Full Pay</th>
<th>Half Pay</th>
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<tr>
<td>Months 1, 2 and 3</td>
<td>2 weeks</td>
<td>2 weeks</td>
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<tr>
<td>Months 4 to 12</td>
<td>2 months</td>
<td>2 months</td>
</tr>
<tr>
<td>Years 2 and 3</td>
<td>4 months</td>
<td>2 months</td>
</tr>
<tr>
<td>Years 4 and 5</td>
<td>6 months</td>
<td>4 months</td>
</tr>
<tr>
<td>Year 6 onwards</td>
<td>8 months</td>
<td>4 months</td>
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Occupational sickness pay will be based on your notional salary. Statutory sickness pay will be calculated in accordance with statutory requirements.

Medical examination

It is a condition of your employment that you agree, on request, to undergo medical examination by a suitably qualified medical officer nominated by the University and to authorise the person responsible for such examination to prepare a medical report for disclosure to and discussion with the University.

Sickness and annual leave

If you fall ill before commencing a period of pre-booked annual leave you will be regarded as being on sick leave for the period for which you were not well enough to attend work, provided that this period is covered by a medical certificate. Any sickness which occurs during a period of annual leave will count as annual leave unless supported by a medical certificate (satisfactory to the University) issued at the time of the illness which covers the duration of the illness or injury whilst on holiday.

Further details of the arrangements for sickness leave and payments are available from Human Resources or at http://www.york.ac.uk/admin/hr/sickness-absence/

Third party injury

Any payment of sickness allowance is subject to a refund to the University if and to the extent that you recover damages or compensation for loss of earnings from a third party.

13. Termination of Employment
Subject to satisfactory completion of your probationary period, the University may terminate your employment by giving notice dependent on your length of service as follows:

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<th>Service Duration</th>
<th>Notice Period</th>
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<tr>
<td>Less than 5 years’ service</td>
<td>1 month’s notice</td>
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<tr>
<td>5 years service</td>
<td>5 weeks’ notice</td>
</tr>
<tr>
<td>More than 5 years’ service</td>
<td>An additional weeks’ notice for each year of service up to a maximum of 12 weeks after 12 years</td>
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The University reserves the right to terminate your appointment without notice in cases of gross misconduct.

**Notice Period**

If you wish to terminate your employment with the University, you are required to give a minimum of one month’s notice in writing to your Head of Department, irrespective of your length of service.

**‘Garden’ Leave**

There may be circumstances where it is in the interest of the University that, having resigned with notice, or having been given notice to terminate your contract, you will be required not to attend your place of work for all or part of the notice period.

In these circumstances your contract will continue in force until the end of the notice period and you will continue to receive full pay as normal. You will also remain bound by all the obligations and restrictions set out in your contract of employment, with the exception of your duty to attend your place of work. You must, within reason, remain available to be contacted by the University.

Under these circumstances you are not permitted to take up employment elsewhere during the notice period.

**Fixed-term Contracts**

If you are employed on a fixed-term contract, notice is hereby given that if the appointment has not been terminated by either party before the expiry date stated in your letter of appointment, your employment will come to an end on that date because of the expiry of your fixed-term contract.

**14. Collective Agreements and Trade Union Membership**

The unions that are recognised by the University for collective bargaining for the terms and conditions of employment for staff are UCU, UNISON and UNITE. You have the right to belong to any independent trade union of your choice.
Subject to the University mandating UCEA to collectively bargain at a national level on its behalf, your terms and conditions may also be directly affected by the national collective pay bargaining process as outlined below:

- National collective bargaining on the pay spine takes place between the Universities and Colleges Employers Association (UCEA) and nationally recognised unions, including those recognised locally (UCU, UNISON and UNITE).

- Local collective bargaining and consultation takes place at the Joint Negotiating and Consultative Committee and agreements reached in this forum—may directly affect and change your terms and conditions of employment.

Details of these collective agreements are available from Human Resources.

15. **Disciplinary Procedure**

Your attention is drawn to the disciplinary procedure applicable to your employment, which is available from Human Resources or at:

http://www.york.ac.uk/admin/hr/resources/policy/disciplinary/

16. **Grievance Procedure**

If you have a grievance or complaint about your employment, your attention is drawn to the grievance procedure applicable to your employment, which is available from Human Resources or at:

http://www.york.ac.uk/admin/hr/resources/policy/grievance/

17. **Intellectual Property**

You are bound by the University regulations relating to intellectual property (Regulation 12 of the University Regulations) as amended from time to time.

Intellectual Property Rights means patents, rights in Inventions, trademarks, logos, get-up, trade names, internet domain names, rights in designs, copyright (including rights in computer software), database rights, rights in confidential information (including know-how and trade secrets), rights in goodwill or to sue for passing off, and other intellectual property rights, whether registered or unregistered and including applications (or rights to apply) for registration, and renewals or extensions of, such rights.

Invention means inventions, ideas, improvements, developments whether or not patentable and whether or not recorded in any medium.

You shall inform the University in writing and with full details of all Inventions and of all work embodying Intellectual Property Rights which may be of commercial
value or significance made wholly or partially by you at any time during the course of your employment with the University (whether or not during working hours or using University premises or resources) and which are not wholly unconnected with your employment. Such details must be provided to the University in a timely manner after the creation of the Invention or work embodying Intellectual Property Rights.

You acknowledge that the University may require that all Intellectual Property Rights subsisting (or which may in the future subsist) in all such Inventions and works be assigned to the University. You agree to promptly execute all documents and do all acts as may, in the opinion of the University, be necessary to give effect to any such assignment.

It is however the policy of the University to encourage such work and to ensure that, if possible, financial rewards be distributed to those responsible for the work.

Further details are available at: -
http://www.york.ac.uk/about/organisation/governance/corporate-publications/ordinances-and-regulations/regulation-12/

18. Consultancy and Work for Outside Bodies

You are required to abide by the University policy on consultancy and other work for outside bodies available at: -
http://www.york.ac.uk/staff/research/governance/policies/policy-for-work-with-outside-bodies/

19. Expenses

The University shall reimburse you in respect of all expenses reasonably incurred by you in the proper performance of your duties, subject to you providing such receipts or other appropriate evidence as the University may require.

20. University Property

Any property and any original or copy documents, software or data (however recorded and whether retained electronically or on paper or otherwise) in your possession belonging or relating to the University shall be returned to your Head of Department or nominated line manager at any time on request and in any event on the termination of the employment.

21. Acceptable Use of IT Equipment and Services

You are bound by regulations for the use of computing facilities (Regulation 11 of the University Regulations) as amended from time to time. The University reserves the right to monitor the use of its computing facilities. Misuse of computing facilities may constitute a disciplinary offence and be dealt with under the terms of the disciplinary procedure.
Further details are available at: -
http://www.york.ac.uk/about/organisation/governance/corporate-publications/ordinances-and-regulations/regulation-11/

22. Confidentiality

You are required to abide by the University’s policies relating to data protection and information security, as amended from time to time. Further details are available at: -
http://www.york.ac.uk/recordsmanagement/rm/info-access-security-policy.pdf

You must not disclose any information of a confidential nature relating to the University (or any of its associated partners) to any third party either during your employment or at any time after the termination of your employment, except in the proper course of your duties or as required by law. Breach of confidentiality may constitute a disciplinary offence and be dealt with under the terms of the disciplinary procedure.

23. Personal Details

You agree to provide the University with all information which is reasonably required in connection with your employment. In addition, you must inform the HR and payroll departments promptly of any change in your personal circumstances.

Subject to appropriate safeguards, you agree to the publication of professional information about you for the purposes of publicity and marketing.

24. Personal Data

In relation to the Data Protection Act 1998, you agree to the processing of personal data by the University and other agencies authorised by the University for the purpose of provision of your rewards package, pension scheme and maintaining records of attendance, health, discipline and grievances such as are necessary for the operation of your contract, monitoring sickness and absence, compliance with any statutory or other legal obligation binding on the University, and for the proper administration of the employment relationship both during and after your employment, in accordance with the University’s registration under the Data Protection Act.

Data will also be used in an anonymous format to provide statistics and management information that will enable the University to monitor the effectiveness of its policies and procedures. The University is also required to supply data to external bodies such as the Higher Education Statistical Agency (HESA) in an anonymous format, i.e. without disclosing your identity.

25. Equality and Diversity
You are required to comply with the University’s policies on equality and diversity available at: -
http://www.york.ac.uk/admin/hr/resources/policy/eo_employment.htm

26. Health and Safety

Employees are required to comply with the University’s health, safety and welfare policies available at: -
http://www.york.ac.uk/admin/hsas/

27. Third Party Rights

The Contracts (Rights of Third Parties) Act 1999 shall not apply to these terms and conditions. No person other than you and the University shall have any rights under this Agreement, and this Agreement shall not be enforceable by any person other than you and the University.

28. Variation

Subject to the terms of the Employee Relations Agreement and Structure and without prejudice to any specific powers of variation contained in these terms and conditions, the University reserves the general right to make reasonable changes to these terms and conditions and any other agreed terms and conditions of employment on giving you reasonable notice of any such change including in respect of any changes to the law.

29. Miscellaneous

Your employment is subject to the University’s Charter and Statutes, Ordinances and Regulations as amended from time to time, as they apply to the conduct of employees.

These terms and conditions together with any documents incorporated into these terms and conditions sets out the whole agreement between the parties with regard to its subject matter and supersedes any previous terms and conditions (whether verbal or written) made between the parties at any time.