

# CAMBRIDGE UNIVERSITY REPORTER

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## CONTENTS

### Notices

Election to the Council	762
Elections to the Board of Scrutiny	762
Elections to the Nominating Committee for External Members of the Council	762
Result of election to the Chancellorship	763
University salaries and stipends	764

### Graces

Grace submitted to the Regent House on 23 July 2025	766
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### Acta

Instrument of Election to the Chancellorship	766
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*End of the Official Part of the 'Reporter'*



UNIVERSITY OF  
CAMBRIDGE

**NOTICES****Election to the Council***21 July 2025*

The Vice-Chancellor announces that the following candidate has been nominated in accordance with Statute A IV 2 for election to the Council, and that it has been certified to her that the candidate has consented to be nominated:

**Class (c): other members of the Regent House**

Dr JOANNA DEKKERS

*nominated by:* Professor A. Philpott, *CL* and Professor G. N. Wells, *JE*

No other persons having been nominated, Dr Dekkers is duly elected to the Council in class (c), to serve from 1 October 2025 until 31 December 2026.

**Elections to the Board of Scrutiny***21 July 2025*

The Vice-Chancellor announces that the following candidates have been nominated in accordance with Statute A VII 3 for election to the Board of Scrutiny, and that it has been certified to her that the candidates have consented to be nominated:

**Class (c)(i): a member of the Regent House who has been a member of the Regent House for not more than ten years on 1 October 2025**

Dr JUDITH PLUMMER BRAECKMAN

*nominated by:* Mr R. J. Hopwood, *MUR*, and Dr E. Usenmez**Class (c)(ii): three members of the Regent House**Dr ANNOUCHKA CASSANDRA BAYLEY, *DAR**nominated by:* Mr T. N. Milner, *DAR*, and Professor K. S. Coats, *HO*

Mr MARK ALEXANDER HAYES

*nominated by:* Dr M. W. Gehring, *HH*, and Dr K. L. Kennedy

Those elected will serve for four years from 1 October 2025. The Council will be asked whether it wishes to appoint a member to the Board or ask the Vice-Chancellor to arrange a further election, in accordance with Regulation 3 of the Ordinance for the Election of Members of the Board of Scrutiny (*Statutes and Ordinances*, p. 120).

**Elections to the Nominating Committee for External Members of the Council***21 July 2025*

The Vice-Chancellor announces that the following candidates have been nominated for election to the Nominating Committee for External Members of the Council, and that it has been certified to her that the candidates have consented to be nominated:

**Class (c): a member elected by the Regent House from among those who at the time of election are current members of the Council in classes (a), (b) and (c)**Dr PIETER JACOB VAN HOUTEN, *CHU**nominated by:* Prof. P. J. Sloman, *CHU*, and Prof. D. C. Grube, *CTH***Class (d): two members of the Senate elected by the Regent House**

Ms CATHERINE BEALE

*nominated by:* Dr S. P. Hugh-Jones, *K*, and Ms C. D. MonaghanMr TIMOTHY HARVEY-SAMUEL, *TH**nominated by:* Ms H. J. Hancock, *JN*, and Dr R. Anthony, *JE*

Mr TOBY WOOLRYCH

*nominated by:* Mr R. G. Gardiner, *CAI*, and Dr R. Sinnatamby, *MUR*

No other persons having been nominated in class (c), Dr van Houten is elected to the Nominating Committee in that class, to serve for four years from 1 October 2025.

There will be an election to select two members from among the three candidates in class (d). Voting will open at **10 a.m. on Friday, 1 August and close at 5 p.m. on Monday, 11 August 2025**. Members of the Regent House voting online will receive an email shortly after voting opens.

## Result of election to the Chancellorship

**Elected: The Rt Hon. Lord Smith of Finsbury, *PEM***

Voting in the election took place between 9 and 18 July online and in person on 12 and 16 July 2025. Details of the poll and of the transfer of votes under the Single Transferable Vote regulations are as follows:

*Number of valid votes cast: 25,054 (16 invalid votes) (Quota: 12,527)*

	First count	Transfer of Mr Azeem's votes	Second count	Transfer of Dr Ammora's votes	Third count	Transfer of Mr Booth's and Dr Mann's votes	Fourth count	Transfer of Mrs Miller's votes	Fifth count	Transfer of Prof. Evans' votes	Sixth count	Transfer of Lord Brown's votes	Seventh count	Transfer of Ms Toksvig's votes	Eighth count	RESULT
Dr AYHAM AMMORA	607	58	665	-665	–	–	–	–	–	–	–	–	–	–	–	
Mr MOHAMMED ALI AZEEM	309	-309	–	–	–	–	–	–	–	–	–	–	–	–	–	
Mr ANTHONY JOHN BOOTH	1,114	19	1,133	46	1,179	-1,179	–	–	–	–	–	–	–	–	–	
Lord BROWNE OF MADINGLEY	3,526	22	3,548	68	3,616	128	3,744	216	3,960	543	4,503	-4,503	–	–	–	
Dr MOHAMED ALI EL-ERIAN	4,818	48	4,866	116	4,982	234	5,216	318	5,534	712	6,246	1,038	7,284	1156	8,440	
Professor NEIL WYN EVANS	2,756	30	2,786	86	2,872	499	3,371	355	3,726	-3,726	–	–	–	–	–	
Dr MARK MANN	819	31	850	76	926	-926	–	–	–	–	–	–	–	–	–	
Mrs GINA MILLER	2,491	24	2,515	74	2,589	343	2,932	-2,932	–	–	–	–	–	–	–	
Lord SMITH OF FINSBURY	4,500	21	4,521	54	4,575	234	4,809	588	5,397	740	6,137	1,866	8,003	2,566	10,569	ELECTED
Ms SANDI TOKSVIG	4,114	25	4,139	80	4,219	297	4,516	999	5,515	554	6,069	497	6,566	-6,566	–	
<i>Non-transferable</i>	–	31	31	65	96	370	466	456	922	1,177	2,099	1,102	3,201	2,844	6,045	
Total	25,054		25,054		25,054		25,054		25,054		25,054		25,054		25,054	

23 July 2025 Deputy Returning Officer: Dr Regina Sachers, *Director of Governance and Compliance*

The text of the instrument of election, which was sealed in the presence of the Vice-Chancellor and the Director of Governance and Compliance as the Registry's deputy on 23 July 2025 for delivery to the Chancellor, is printed under Acta below (see p. 766).

## University salaries and stipends

The Universities and Colleges Employers Association (UCEA) has proposed a pay settlement for the 2025–26 pay round of 1.4% for the salaries and stipends of non-clinical staff, effective from 1 August 2025.

The New Joint Negotiating Committee for Higher Education Staff (New JNCHES) trade unions remain in dispute over the offer. However, UCEA has confirmed that the formal dispute resolution procedure set out in the New JNCHES agreement has been exhausted and has therefore advised that implementation of the pay settlement should proceed.

The stipends and salaries of certain University staff require the approval of the Regent House. The Council is accordingly submitting a Grace (Grace 1, p. 766) to the Regent House for the approval of an increase of 1.4% to these stipends and salaries. An updated Cambridge general stipend and salary scale, showing the proposed new stipends and salaries for each spine point, is included in this Notice. Changes will also be applied to associated payments directly linked to a single spine stipend/salary point.

If the Grace is approved:

- the corresponding increases will be implemented in the stipends of those offices which do not require the approval of the University as well as in the salaries of analogous unestablished staff; and
- it is expected that the increase will be paid to staff in the August 2025 payroll.

### SCHEDULE

#### *Notes to the University of Cambridge Single Salary Spine as at 1 August 2025*

Note 1:	An asterisk (*) denotes a contribution point and progress through these is awarded on merit.
Note 2:	Grade T is for staff who are studying for an approved qualification or undergoing 'in-service' training. Points 1–10 of Grade T are no longer in use.
Note 3:	Assistant Professors and Associate Professors (Grade 9) will be appointed to Grade 9. Associate Professors (Grade 10) will be appointed to Grade 10. Professors (Grade 11) will be appointed to Grade 11. The minimum for Professors (Grade 11) will be point 63 of Grade 11. Prior to 1 October 2024, Professors (Grade 11) could only be appointed to point 2 in Grade 11 (spine point 63). The minimum for Professors at Grade 12 will be point 68 in band 1 of Grade 12.
Note 4:	Academic-related professorial-equivalent staff will be appointed on the contribution bands of Grade 12 according to the HERA points boundaries for each level.
Note 5:	Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.
Note 6:	Incremental progression through the service-related points occurs on the incremental date which will normally be on the anniversary of appointment or 1 April, 1 July or 1 October respectively for staff engaged on terms and conditions for Manual, Clerical/Secretarial and Technical Division appointments.
Note 7:	Points 32 and 50 were aligned to the National Single Pay Spine for Higher Education Academic and Support Staff, as negotiated by the Universities and Colleges Employers Association on behalf of UK higher education employers, with effect from 1 January 2014.
Note 8:	UCEA has removed spine points 13 to 18 from the National Spine and therefore they are no longer included in Grade 1.
Note 9:	Direct employees of the University appointed to Grade 1 will not be paid below spine point 21 from 1 November 2022.
Note 10:	Direct employees of the University appointed to Grade 2 will not be paid below spine point 23 from 1 November 2023.

UNIVERSITY OF CAMBRIDGE: SINGLE SALARY SPINE AS AT 1 AUGUST 2025

Point on scale	Grades											12				Point on scale	Single spine salary		
	T	1	2	3	4	5	6	7	8	9	10	11	Band 1	Band 2	Band 3		Band 4	From 1 March 2025	From 1 August 2025
100															*		100	£210,316	£213,260
99															*		99	£204,195	£207,054
98															*		98	£198,251	£201,027
97															*		97	£192,483	£195,178
96															*		96	£186,880	£189,496
95															*		95	£181,446	£183,986
94															*		94	£176,166	£178,632
93															*		93	£171,040	£173,435
92															*		92	£166,064	£168,389
91															*		91	£161,234	£163,491
90															*		90	£156,543	£158,735
89															*		89	£151,989	£154,117
88															*	*	88	£147,569	£149,635
87															*	*	87	£143,276	£145,282
86															*		86	£139,106	£141,053
85															*		85	£135,063	£136,954
84															*		84	£131,133	£132,969
83															*		83	£127,320	£129,102
82															*	*	82	£123,616	£125,347
81															*	*	81	£120,021	£121,701
80															*		80	£116,531	£118,162
79															*		79	£113,143	£114,727
78															*		78	£109,850	£111,388
77															*		77	£106,660	£108,153
76														*	*	76	£103,559	£105,009	
75														*	*	75	£100,546	£101,954	
74														*	*	74	£97,622	£98,989	
73														*	*	73	£94,786	£96,113	
72														*	*	72	£92,033	£93,321	
71														*	*	71	£89,353	£90,604	
70														*	*	70	£86,757	£87,972	
69														*	*	69	£84,235	£85,414	
68														*	*	68	£81,787	£82,932	
67														*	*	67	£79,413	£80,525	
66														*	*	66	£77,107	£78,186	
65														*	*	65	£74,866	£75,914	
64														*	*	64	£72,690	£73,708	
63														*	*	63	£70,579	£71,566	
62														*	*	62	£68,529	£69,488	
61														*	*	61	£66,537	£67,468	
60														*	*	60	£64,605	£65,509	
59														*	*	59	£62,728	£63,606	
58														*	*	58	£60,907	£61,759	
57														*	*	57	£59,139	£59,966	
56														*	*	56	£57,422	£58,225	
55														*	*	55	£55,755	£56,535	
54														*	*	54	£54,136	£54,893	
53														*	*	53	£52,566	£53,301	
52														*	*	52	£51,039	£51,753	
51														*	*	51	£49,559	£50,253	
50														*	*	50	£48,119	£48,822	
49														*	*	49	£46,735	£47,389	
48														*	*	48	£45,413	£46,049	
47														*	*	47	£44,128	£44,746	
46														*	*	46	£42,882	£43,482	
45														*	*	45	£41,671	£42,254	
44														*	*	44	£40,497	£41,064	
43														*	*	43	£39,355	£39,906	
42														*	*	42	£38,249	£38,784	
41														*	*	41	£37,174	£37,694	
40														*	*	40	£36,130	£36,636	
39														*	*	39	£35,116	£35,608	
38														*	*	38	£34,132	£34,610	
37														*	*	37	£33,182	£33,648	
36														*	*	36	£32,266	£32,722	
35														*	*	35	£31,382	£31,828	
34														*	*	34	£30,528	£30,964	
33														*	*	33	£29,704	£30,130	
32														*	*	32	£28,909	£29,325	
31														*	*	31	£28,143	£28,549	
30														*	*	30	£27,404	£27,801	
29														*	*	29	£26,692	£27,079	
28														*	*	28	£26,007	£26,384	
27														*	*	27	£25,348	£25,715	
26														*	*	26	£24,715	£25,072	
25														*	*	25	£24,107	£24,454	
24														*	*	24	£23,524	£23,861	
23	See Note 10															23	£23,881	£24,215	
22																22	£23,414	£23,742	
21	See Note 9															21	£23,028	£23,350	
20																20	£22,743	£23,061	
19																19	£22,454	£22,768	
18																18	£22,148	£22,458	
17																17	£22,080	£22,389	
16																16	£21,819	£22,124	
15																15	£21,610	£21,913	
14																14	£21,225	£21,522	
13	T13															13	£20,848	£21,140	
12	T12															12	£20,262	£20,546	
11	T11															11	£19,781	£20,058	

**GRACES****Grace submitted to the Regent House on 23 July 2025**

The Council submits the following Grace to the Regent House. This Grace, unless it is withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 111), will be deemed to have been approved at **4 p.m. on Friday, 1 August 2025**. Further information on requests for a ballot or the amendment of Graces is available to members of the Regent House on the Regent House Petitions site.<sup>§</sup>

1. That (i) the stipends for all non-clinical University staff whose stipends are spine points on the Cambridge general stipend and salary scale be increased as set out in the Schedule to the Council's Notice (p. 764); and (ii) the stipends for non-clinical officers whose stipends are not spine points on the general scale, except the stipend of the Deputy High Steward, be increased from the 1 March 2025 values by 1.4% with effect from 1 August 2025, until further notice.

<sup>§</sup> Accessible by members of the Regent House at <https://universityofcambridgecloud.sharepoint.com/sites/RegentHousePetitions> [University account required].

**ACTA****Instrument of Election to the Chancellorship**

*Wednesday, 23 July 2025*

The Common Seal of the University was affixed to the instrument of election of The Rt Hon. Lord Smith of Finsbury, *PEM*, M.A., Ph.D., to the office of Chancellor of the University, in accordance with Statute A I 2. The sealing took place in the presence of the Vice-Chancellor and the Director of Governance and Compliance as the Registrar's deputy. The form of the instrument of election is reproduced below. For details of the election result, see p. 763.

OMNIBVS Christi fidelibus ad quos hoc praesens scriptum peruenerit Deborah Anne Prentice, Magistra in Artibus, Vniuersitatis Cantabrigiensis Procancellaria, Doctores, Magistri, et Scholares eiusdem Vniuersitatis salutem in Domino sempiternam.

Sciatis quod nos praefati Procancellaria, Doctores, Magistri, et Scholares dictae Vniuersitatis CHRISTOPHER ROBERT, Baronem SMITH DE FINSBURY, Magistrum in Artibus, Doctorem in Philosophia, regiae maiestatis intimo concilio adscriptum, cuius notissimis de uirtutibus et probata in nos benignitate et beneuolentia merito confidimus, ad munus siue officium CANCELLARIATVS Vniuersitatis Cantabrigiensis nominauimus, elegimus, constituimus, et declarauimus, et eundem per praesentes nominamus, constituimus, et declaramus CANCELLARIVM; habendum, tenendum, fruendum, et exercendum dictum munus siue officium Cancellarii praedicti una cum omnibus suis priuilegiis, honoribus, et emolumentis ad idem munus siue officium pertinentibus et spectantibus iuxta statuta, leges, et consuetudines Vniuersitatis Cantabrigiensis, tam libere et honorifice et tam amplis modo et forma prout aliquis alius praedictum munus siue officium umquam habuerit uel tenuerit aut nos illud dare aut concedere possumus, humiliter et obnixè supplicantes ut praefatus CHRISTOPHER ROBERT, Baro SMITH DE FINSBURY praedictum munus siue officium ut testimonium nostrae in illum fidei fiduciaequae certissimum a nobis accipere atque nos et Vniuersitatem Cantabrigiensem et libertates et priuilegia eiusdem in clientelam et patrocinium suum suscipere dignetur.

In cuius rei testimonium has litteras nostras patentes fieri, et sigillum commune Vniuersitatis praedictae iisdem apponi fecimus uicensimo tertio die mensis Iulii anno regni Serenissimi Regis ac Domini nostri CAROLI DEI gratia Britanniarum Regis, Fidei Defensoris, tertio, annoque Domini bis millensimo uicensimo quinto.

*To all the faithful in Christ whom this letter reaches, Deborah Anne Prentice, Master of Arts, Vice-Chancellor of the University of Cambridge, the Doctors, the Masters and the Scholars of the said University send greeting.*

*May you know that we the aforementioned Vice-Chancellor, the Doctors, the Masters and the Scholars of the said University have nominated, elected, appointed and proclaimed CHRISTOPHER ROBERT, Baron SMITH OF FINSBURY, Master of Arts, Doctor of Philosophy, a member of His Majesty's Most Honourable Privy Council, in whose virtues and proven affection and kindness towards us we rightly trust, to the function or office of the Chancellorship of the University of Cambridge, and through the present instrument we name, appoint and declare him Chancellor; to have, to hold, to enjoy and to exercise the said function or office of said Chancellor together with all of the privileges, honours and emoluments pertaining to and regarding said function or office in accordance with the statutes, laws and customs of the University of Cambridge, as freely and with such honour and in as full a way and manner as anyone else ever had or held said function or office, or we are able to give and concede, humbly and firmly beseeching that said CHRISTOPHER ROBERT, Baron SMITH OF FINSBURY deign to accept from us said function or office as surest evidence of our faith and trust in him, and to take ourselves and the University of Cambridge and its liberties and privileges into his protection and patronage.*

*In evidence of which we have caused these our Letters Patent to be created, and the Common Seal of said University to be affixed to them on this the twenty-third day of the month of July in the third year of the reign of our Most Serene King and Lord CHARLES, by grace of God of the United Kingdom of Great Britain and Northern Ireland King, Defender of the Faith, and in the year of Our Lord Two Thousand and Twenty Five.*

E. M. C. RAMPTON, *Registrar*

**END OF THE OFFICIAL PART OF THE 'REPORTER'**

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