

UNIVERSITY OF DUNDEE

FRAMEWORK AGREEMENT FOR THE MODERNISATION OF PAY AND GRADING STRUCTURES

Joint Agreement between the University of Dundee DAUT, UNISON and Amicus

1. Introduction

1.1 The University wishes to implement the National Framework Agreement comprehensively and in partnership with the trades unions on the basis that it offers:-

- Improvements in remuneration and/or benefits for many staff;
- The basis for the achievement of equal pay for work of equal value;
- The scope to work within a national pay framework that is agreed by all the trades unions, with the consequent benefits for working conditions through harmonisation initiatives.

1.2 The University and the DAUT, UNISON and Amicus acknowledge:

- the vital contribution which staff at all levels make to the continuing success of the University and the need for them to be rewarded properly;
- the need to modernise pay arrangements to:
 - ensure equal pay for work of equal value
 - promote and implement good practice
 - ensure fairness and consistency of approach and application
 - ensure transparency in reward processes
 - improve recruitment and retention
 - ensure the University's ability to compete in the market
 - recognise and reward individual contribution

In order to achieve this, the University is committed to implementing new pay and grading arrangements which are fair, equitable, transparent and robust.

1.3 The University recognises the importance of the Memorandum of Understanding and notes that the 'no detriment' clause forms an integral part of the agreement. The aim of the University and the DAUT is to find a positive way of delivering real salary improvements for academic and academic related staff which are in accordance with the Memorandum of Understanding, are affordable to the University and do not cause reductions in staffing levels.

1.4 In accordance with the Framework Agreement, the University the DAUT, UNISON and Amicus are committed to developing and implementing a system of regular development interviews for all staff, with the aim of both facilitating the improvement of performance to meet institutional objectives and career development of individuals, by the review date.

2. The Agreement

2.1 Job Evaluation

The University is committed to working with the DAUT, UNISON and Amicus to complete the implementation of job evaluation through HERA role analysis of a sample of roles by August 2006. These benchmark roles will be used to match all roles. In addition, the national library of academic profiles will be used in the process of analysing the roles of academic staff, and the University undertakes to consider also any generic academic related (professional & managerial) profiles that

are developed within the sector. It is further agreed that a joint assessment between the University, UNISON and Amicus will take place of staff currently in Manual Grade 4, Clerical Grade 6 and Technical F following job evaluation to review and confirm the outcomes.

2.2 Grading Structure

The University is introducing a fair and transparent pay and grading structure that will apply to all current staff and that will meet the principles of 'no detriment' and 'equal pay for work of equal value'.

A 10 grade single salary spine will be introduced with annual increments and contribution related points (crps) available above the normal maximum of each grade. In addition there are transitional arrangements for existing staff currently on ALC1, OR1 and Lecturer grades. These are shown separately. The transitional arrangements will apply to staff in post at 1 August 2006 and will be retained for the period in which those staff remain in their current posts.

The points on this salary spine match the national 51-point single spine with one exception (one additional point above the scale). The new grading structure and spinal points are shown in Appendices 1 and 12. The special transitional arrangements for existing staff currently on ALC1, OR1 and Lecturer grades are shown in Appendices 2-5.

Grade 7 is the entry point for lecturers and in order to remain competitive in the recruitment market for academic staff, the starting salary for lecturers will be point 33 on Grade 7.

2.3 Assimilation of current staff: General

Assimilation of current staff to the new grading structure will take place on 1 August 2006. All staff will assimilate to a point on the pay spine that is either equal to their current salary or to the next highest point on the new scale in comparison to their current salary. In some cases, staff will assimilate to points above the maximum of the new scales which are normally crps. In these situations, staff will be assimilated to these points as transfer points, not crps.

It is anticipated that the majority of staff will transfer to the new single salary spine on a salary point at least the same salary as they currently receive. Some staff will receive a larger rise in salary due to differences between the new grade structure and the old ones or due to "upgrading" (known as "green circling") following review of their job. For some individuals the salary point may be lower than that set at present due to the outcomes of the job matching or evaluation process. In such cases, the staff will be "red-circled". Where there are changes in grade (either up or down) there is a procedure for how these changes are implemented which is in accordance with JNCHES guidance as set out in Appendix F of the Framework Agreement ("Assimilation of Individual Staff To New Pay Structures"). This procedure is outlined in Appendix 6: Red and Green Circling Policy

2.4 Assimilation by Staff Groups

The following staff groups are expected to assimilate as follows, subject to the results of job evaluation:

Current Staff Group	Assimilation arrangements
Manual Grade 1	Grade 1 Point 1
Manual Grade 2	Grade 2 Point 2
Manual Grade 3	Grade 2 Point 3
Manual Grade 4	Grade 2 Point 5

Clerical Grade 1	Grade 1 or 2 at a minimum of point 1 or 2
Clerical Grade 2	Grade 3 at a minimum of point 6
Clerical Grade 3	Grade 4 at a minimum of point 11
Clerical Grade 4	Grade 5 at a minimum of point 16
Clerical Grade 5	Grade 6 at a minimum of point 22
Clerical Grade 6	Grade 6 at a minimum of point 27
Technical Grade A	Grade 3 at a minimum of point 5
Technical Grade B	Grade 3 at a minimum of point 8
Technical Grade C	Grade 4 at a minimum of point 11
Technical Grade D	Grade 5 at a minimum of point 16
Technical Grade E	Grade 6 at a minimum of point 22
Technical Grade F	Grade 6 at a minimum of point 28
Technical Grade G	Grade 7 at a minimum of point 31
Technical Grade H	Grade 7 at a minimum of point 33
Technical Grade I	Grade 8 at a minimum of point 37
Lecturer A	Grade 7 at a minimum of point 33
Lecturer B	Grade 8 at a minimum of point 37
Senior Lecturer/Reader	Grade 9 at a minimum of point 45
Research 1B	Grade 7 Training at a minimum of point 25
Research 1A	Grade 7 at a minimum of point 29
Research II	Grade 8 at a minimum of point 37
Research III	Grade 9 at a minimum of point 45
ALC 1	Grade 7 Training at a minimum of point 25
OR 1	Grade 6/7 Training at a minimum of point 25
ALC /OR2	Grade 7 at a minimum of point 29
ALC /OR3	Grade 8 at a minimum of point 37
ALC /OR4	Grade 8 at a minimum of point 40
ALC /OR5	Grade 9 at a minimum of point 45

The exact assimilation point on the new grade will depend on current salary level.

2.5 Lecturing staff: Career Expectations and Progression

Progression for lecturing staff from Grade 7 to Grade 8 will be via a gateway at the top of grade 7. The normal expectation for staff in these categories is either (i) role development or (ii) individual development to enable a move to a different role. Progression to Grade 8 will occur providing that the role has developed to meet the generic profile/role size for grade 8 and assuming satisfactory performance in the role.

Grade 7, 8 and 9 form the basis of the academic career grade. Advancement to grade 9 will be in accordance with promotion criteria.

2.6 ALC, Other Related and Research Staff: Career Expectations and Progression

Annual incremental progression through all grades will apply as at present up to the grade maximum.

In addition, for existing staff assimilating to the new pay and grading structure, progression gateways form part of the training range of Grade 7 for ALC staff Grade 1 spinal points 4-8 and Research RA1B. Where it is demonstrable through job evaluation that an OR1 post has a training and development structure with an expectation that the role through training will develop to the substantive Grade 7, the post will evaluate to the training range of Grade 7 and there will be a gateway to the substantive Grade 7, subject to satisfactory completion of the training process. Appendix 5 outlines how job evaluation and assimilation will apply in relation to current Other Related 1 staff.

Progression gateways are designed to ensure that there is no detriment for staff currently on those grades.

For current RA1B staff and research staff appointed to the training range Grade 7, advancement to grade 7 will occur on attainment of a PhD qualification or in accordance with the criteria outlined in the National Salary Structure for Research Staff (1974), updated in 1989 as part of the Universities Academic Salaries Committees 23rd Report from Committee A. Appendix 4 shows the progression arrangements for this staff group.

Guidance will be developed to provide clarity for staff and to enable progression through the gateways.

2.7 Academic and Hourly Paid Academic Staff

Staff who work more than 0.2FTE will be remunerated at the appropriate percentage of the full-time salary on the new grading structure. Staff who work less than this will be paid on the basis of current hourly rates but these rates will be increased in line with nationally negotiated annual increases.

2.8 Terms and Conditions: Grade 1 and 2 staff

Staff assimilated or appointed to Grade 1 or 2 will have terms and conditions of employment which are the same as apply to manual staff currently, with the exception of hours of work (see 2.10). A summary of terms and conditions for all staff groups is contained in Appendix 11.

2.9 Terms and Conditions: Grade 3-6 staff

Staff assimilated or appointed to Grade 3-6 will have terms and conditions of employment which are the same as apply to technical staff currently, with the exception of hours of work (see 2.10) and in relation to designated days which will be up to a maximum of 10 days from the basic leave entitlement (34 days). Seven of the designated days will be designated for the Christmas closure period. The remaining days (up to an additional 3) would only apply to an extended Christmas closure period and would only apply in specific and exceptional circumstances.

2.10 Harmonisation of working hours: Manual, Technical and Clerical Staff

Staff on fixed working hours (on standard University manual, technical and clerical contracts) will work a standard 36.25 hour working week from 1st August 2006. Hourly paid manual, technical and clerical staff will be paid pro-rata based on a 36.25 hour working week.

Hours for manual staff will be reduced to 37 hours with effect from 1st January 2006 and to 36.25 hours with effect from 1st August 2006. The Framework agreement includes a requirement to reduce working hours for manual staff by 1st August 2005. In recognition that agreement was not achieved by this date, manual staff are granted an additional 2 days annual leave in leave year 2005-6 and an additional 2 days annual leave in leave year 2006-7. In 2007-8 and beyond, current annual leave entitlement for manual staff will apply. These additional days will apply to all manual staff who were employed at 1st January 2006 and will not apply to staff appointed after that date. Manual staff who currently work a 38 hour week, will be paid the appropriate salary on the current grading structure for 37 hours per week from 1st January 2006 and for 36.25 hours work per week from 1st August 2006 onwards, but based on the new grading structure.

It is recognised as part of this agreement that some flexibility in changes to existing shift patterns may be required. Any changes will be negotiated with UNISON.

Notwithstanding this, if there is a requirement as a result of this change for additional hours to be worked, these additional hours will attract the appropriate overtime rate.

Technical staff currently work a 37 hour week and will from 1st August 2006 work a 36.25 hour week. In some instances, there may be a requirement as a result of this change for additional hours to be worked. In such circumstances, the additional hours will attract the appropriate overtime rate.

It is agreed by both the University and UNISON and Amicus that there will be a joint review regarding the implementation of the shorter working week.

2.11 Holidays

With the exception of 2.10, there will be no changes to current holiday arrangements for any staff. It is agreed by the University that this will be subject to review in future years.

2.12 Terms and Conditions: Staff on Grade 7 and above

Terms and conditions currently pertaining to academic and academic related staff will apply to staff transferred and appointed to new Grade 7 and above. For those staff moving from manual, clerical or technical terms and conditions, there will be an additional holiday entitlement and also new arrangements regarding working time which will be that which is reasonably required to fulfill the duties of the post. Guidance will be drawn up for staff affected, Heads of Department and line managers about how this change should be implemented. Existing staff, who are already members of a pension scheme, which is different from the one associated with their grade, will be able to choose whether to stay in their old scheme or to join the scheme for their grade, if this is within the rules of the relevant pension schemes.

2.13 Contribution Related Points

Contribution related points are available to reward excellence over and above the normal expectations of role performance. The principles for application and award of these points are based on the JNCHES Guidance on Pay Progression and Contribution-Related Pay (March 2004, amended January 2005) and are outlined in Appendix 7. In addition, a procedure and policy for the award of non-consolidated payments is outlined in Appendix 8.

2.14 Principle of "no detriment"

In order to meet the principle of no detriment, specific progression arrangements for certain groups of current staff have been put in place. The special progression arrangements for assimilated staff are shown in Appendix 9, with progression shown in tabular form in Appendix 10. Where it can be shown that the application of the terms of the agreement does not meet the principle of no detriment in a particular individual set of circumstances, then adjustments to assimilation and/or progression arrangements for the individual will be made.

2.15 Review of Agreement

It is recognised by all parties that there will be a need to monitor and review the effects of the changes effected by the implementation of the Framework Agreement. In addition, it is noted and agreed by the University, UNISON and Amicus that there is a requirement to consider small groups of staff not currently included within the terms of the agreement (e.g. Campus Services trades staff). It is envisaged that this consideration will be completed during 2006 and for any staff included within the scope of the agreement following this consideration, the effective date of the change will be 1 August 2006.

In particular, it is noted that there are concerns about new posts being set at the correct grade in relation to grade 6 and 7. It is therefore agreed that all newly appointed grade 6 posts which are in staff groupings represented by DAUT will be reviewed after one year. The review will take cognisance of the HERA job evaluation system.

The University and the trade unions therefore agree to review the operation of this agreement after one year with the aim of reaching mutual agreement about any aspects of the agreement that need to be altered or developed.

Signed on behalf of University of Dundee:Date.....

Signed on behalf of DAUTDate.....

Signed on behalf of UNISONDate.....

Signed on behalf of AmicusDate.....

Appendix 1

University of Dundee Salary Spine and Grading Structure

1	£11,060	1	
2	£11,377		2
3	£11,703		
4	£11,989		
5	£12,335		
6	£12,692		
7	£13,009		
8	£13,387	3	
9	£13,778		
10	£14,192		
11	£14,618		
12	£15,056		
13	£15,508		4
14	£15,973		
15	£16,452		
16	£16,946		
17	£17,454		
18	£17,978	5	
19	£18,517		
20	£19,093		
21	£19,645		
22	£20,235		
23	£20,842		
24	£21,467		
25	£22,111		
26	£22,774		6
27	£23,457		
28	£24,161		
29	£24,886		
30	£25,633		
31	£26,401		
32	£27,194	7	
33	£28,009*		
34	£28,850		
35	£29,715		
36	£30,607		
37	£31,525		
38	£32,490		
39	£33,445		8
40	£34,448		
41	£35,482		
42	£36,546		
43	£37,643		
44	£38,772		
45	£39,935		
46	£41,133	9	
47	£42,367		
48	£43,638		

49	£44,947	
50	£46,296	
51	£47,685	
52	£49,116	

* Minimum starting salary for academic lecturing staff (Spinal Point 33). Grade 10 minimum is point 50 (£46,296)

Appendix 2

Transitional Salary Spine and Grading Structure for current ALC 1 Staff

25	£22,111	Training Range Grade 7
26	£22,774	
27	£23,457	
28	£24,161	
29	£24,886	7
30	£25,633	
31	£26,401	
32	£27,194	
34	£28,850	
36	£30,607	
37	£31,525	
38	£32,490	
39	£33,445	

The dotted line shows the progression gateway from Grade 6 to Grade 7. Progression within this structure will vary according to the current spinal point. Details of the progression for each group are shown in Appendices 9 and 10. The normal expectation for existing staff is to progress through the gateway from Grade 6 to Grade 7

Appendix 3

Salary Spine and Grading Structure for Lecturers

33	£28,009	7
34	£28,850	
35	£29,715	8
36	£30,607	
37	£31,525	
38	£32,490	
39	£33,445	
40	£34,448	
41	£35,482	
42	£36,546	
43	£37,643	
44	£38,772	
45	£39,935	
46	£41,133	

Progression for current staff within this structure will vary according to the current spinal point. Details of the progression for each group of current staff are shown in Appendix 3. The normal expectation for existing staff is to progress through the gateway from Grade 7 to Grade 8.

Appendix 4

Salary Spine and Grading Structure for current RA1B Staff and Research staff without a PhD qualification

25	£22,111	Training Range
26	£22,774	
27	£23,457	
28	£24,161	Grade 7
29	£24,886	Grade 7
30	£25,633	
31	£26,401	
32	£27,194	
34	£28,850	
36	£30,607	
37	£31,525	Grade 8
38	£32,490	
39	£33,445	

The dotted line shows the progression gateway from the training range within grade 7. Progression within this structure will vary according to the current spinal point. Details of the progression for each group are shown in Appendices 9 and 10. The normal expectation for existing staff is to progress through the gateway and this will occur on attainment of a PhD qualification or in accordance with the criteria outlined in the National Salary Structure for Research Staff (1974) ,updated in 1989 as part of the Universities Academic Salaries Committees 23rd Report from Committee A.

Appendix 5

Framework Agreement: OR1 Proposals

1. A new training range is attached to grade 7. This covers points 25 to 29 which is equivalent to, but different from the top half of Grade 6. This range will be used for existing OR1 staff where through job evaluation, a definable and measurable training element is identified.
2. Progress beyond point 29 in such cases will be subject to satisfactory completion of the training requirement. In each case, this requirement will need to be defined. Where this is achieved, normal progression to the top of Grade 7 will take place.
3. All existing OR1 staff will assimilate no lower than point 25 and will take no longer than 4 years to reach point 29.
4. There will also be OR1 staff not in a training position who will assimilate to the same scale point range (25 to 29) but will be in Grade 6.
5. The training range is transitional and applicable to existing staff only. All new posts will be evaluated to one of the new grades (1-10).
6. In cases where an OR1 post evaluates to Grade 6, staff will be permitted, subject to USS agreement, to remain within the USS scheme.
7. Posts which are graded at 7 will either be assimilated to the training range, with a personal development plan put in place with the individual's line manager, or to the substantive grade if they already match the correct profile.
8. The results of job evaluation for OR1 staff will be considered by the HERA sub-group prior to implementation.
9. The proposed range and increment points are shown below:

Grade 7 and Grade 7 Training Range

25	£22,111	Training Range Grade 7
26	£22,774	
27	£23,457	
28	£24,161	
29	£24,886	
30	£25,633	Grade 7
31	£26,401	
32	£27,194	
34	£28,850	
36	£30,607	
37	£31,525	

38	£32,490
39	£33,445

CRPs

Appendix 6

University of Dundee

Framework Agreement

Red and Green Circling: Policy and Procedure

1. Assimilation and grade assignment

- a) Assimilation of current staff to the new grading structure will take place on 1 August 2006. All staff will assimilate to a point on the pay spine that is either equivalent to or more than (in salary terms) their current salary.
- b) The grade to which each post is assigned will depend on the outcome of job evaluation.
- c) Where the evaluation outcome is to a grade lower than the current grade, individuals will be assimilated to the nearest point equal to or greater than their current salary and pay protection as described in section 2 will apply. Staff in this position are “red circled”.
- d) Where the evaluation outcome is to a grade higher than the current grade, individuals will be assimilated to the nearest point equal to or greater than their current salary and the arrangements for grade progression outlined in section 3 below will come into effect. Staff in this position are “green circled”.
- e) A group involving management and union representatives will consider all potential red and green circling cases prior to implementation.

2. Evaluation to a lower grade (Red circle)

Pay protection will apply to staff where the job evaluation or matching outcome is to a grade lower than their current grade. The principles of pay protection are as follows:

- a) Protection of salary is on a ‘frozen increment’ basis with annual increases. In other words, the incremental point at which staff are assimilated will be the maximum incremental point during the period of red circling.
- b) A personal development plan (PDP) will be implemented in conjunction with the department/line manager to develop the capacity of the individual and the scope of the role to meet the requirements for a grade which equates to the current grade level of the postholder (i.e. grade prior to assimilation), where this is possible. It is agreed that responsibilities of the postholder in such circumstances will be increased as soon as possible. Once it is agreed that the postholder is assuming responsibilities commensurate with their current grading, red circling will cease and the postholder will assume fully their current grade.

- c) The postholder may decide not to proceed with a PDP and in such cases the salary will reduce to the top non-crp increment of the evaluated grade. Where a PDP is implemented, the individual member of staff will be expected to contribute fully and positively to the PDP process.
- d) Following agreement of a PDP, pay will be protected on a frozen basis during the period the PDP is in place. The PDP will be for a period of up to four years. This arrangement may in agreement with the relevant trade union end after three years (e.g. where the member of staff has shown little or no progress with personal development). The University in discussion with the relevant trade union reserves the right to increase the protection period in exceptional circumstances, e.g. where a member of staff may be very close to retirement.
- e) If, by the end of the protection period, the protected rate of pay remains higher than that for the top increment of the grade for the individual's role as most recently evaluated by role analysis, the role will be further re-evaluated and the salary will reduce to the top non-crp increment of the resultant grade. The individual in such circumstances will be eligible for consideration for the award of CRPs within this grade.

3. Evaluation to a higher grade (Green circle)

This applies to staff where the job evaluation or matching outcome is to a grade higher than their current grade. The principles below will apply to these staff:

- a) All staff will assimilate to a point on the pay spine that is either equivalent to or more than (in salary terms) their current salary.
- b) Where staff are evaluated to any grade higher than their current grade assimilation, they will move to the lowest point of the higher grade or to a point that is one point above the incremental point to which they would have been on in their current grade, in August 2006.

Appendix 7

Contributions Related Points (CRPs): Outline

1. CRPs: Purpose

The purpose of contribution-related pay is to reward individuals whose contribution, on a sustained basis, significantly exceeds that normally expected in their role in terms of output and performance.

2. Principles

- (i) CRPs are available at the top of each grade and are awarded on a permanent basis. CRPs will replace the current system of discretionary points.
- (ii) Whilst it is recognised that it is not always easy to document, contribution needs to be both measurable and demonstrable in order to ensure that the award process is fair and equitable to all staff. The JNCHES guidance on Pay Progression and Contribution-Related Pay (March 2004 amended January 2005) contains a list of examples of evidence that could be considered for the award. This list will be used as the basis when considering eligibility for an award of a contribution related point. In summary, CRPs will be based on evidence of particular success, effectiveness or merit in leadership, learning and teaching, research skills and strategies, administration, teamwork, job related skills enhancement, meeting of goals and targets, and customer/client satisfaction.
- (iii) Any award will be based on written evidence and should relate clearly to the objectives of the post. Notwithstanding this, it should be noted that a decision on whether the evidence is sufficient to merit a CRP will in the final analysis be a matter of judgement.
- (iv) CRPs will be considered on an annual basis and will be available to all groups of staff. Individuals may be nominated by their Head of Department for CRPs. In exceptional circumstances (e.g. where the Head of Department does not nominate the individual), the member of staff will have the right to self-nominate. In all cases, a CV is required and a report and recommendation from the Head of Department will be obtained.
- (v) Each faculty will constitute a Faculty Annual Review Panel. This panel will consider and decide on all requests and recommendations for contribution related points for all staff within the faculty. In addition, there will be a Support Services Annual Review Panel which will consider all requests for contribution related points for all staff within Support Services. The panels will include Heads of Department and non-Faculty representatives.

- (vi) Staff will be advised in writing about all outcomes and in respect of the non-award of a CRP, the reasons why it was not awarded. Staff will also have the right of appeal against the non-award of a CRP.
- (vii) The composition of the appeals panel will be made up of representatives of University management (50%) and the recognised trade unions (50%)

Appendix 8

Non-Consolidated Payments: Policy and Procedure

1. Non-Consolidated Payments: Outline

The University's reward strategy encompasses incremental progression to the grade maximum, accelerated advancement and contribution related points (CRPs). CRPs are designed to reward individuals whose contribution, on a sustained basis, significantly exceeds that normally expected in their role in terms of output and performance. In addition to this, however, there are exceptional occasions when there is a need to reward outstanding performance on a one-off basis and the purpose of this paper is to outline the process for the award of a non-consolidated payment.

2. Policy and Procedure

- (viii) A non-consolidated payment is made as an exception to the norm rather than the routine and is not to be used as a substitute for promotion, accelerated incremental progression or the award of a contribution related point.
- (ix) The justification of a non-consolidated payment must be based on written evidence and should relate clearly to the objectives of the post. It should be noted that a decision on whether the evidence is sufficient to merit a payment will in the final analysis be a matter of judgement.
- (x) The criteria for the award of the payment can include payment for substantial overtime for staff where payment for overtime is not normally permitted and where time off in lieu is not practicable. In addition, payments may be considered in exceptional circumstances in relation to outstanding success, effectiveness or excellence in relation to the completion of particular tasks or pieces of work.
- (xi) The value of the non-consolidated payment should be commensurate with the additional achievement, effort and value of the work of the individual in relation to the tasks for which the award is being made.
- (xii) The procedure for consideration of the making of non-consolidated payments will be the submission of a report by the Head of Department to the Director of Human Resources outlining the grounds for payment. This report will

then considered by the Director of Human Resources in conjunction with the University Secretary and a decision reached.

- (xiii) There is no right of appeal against an award of a non-consolidated payment. The Head of Department and individual member of staff will be advised in writing about all outcomes. A report on non-consolidated payment applications and payments will be made to each meeting of the University's Remuneration Committee.

Appendix 9 Detailed Progression for Current Staff

- Lecturer A staff assimilated from point 9 of old scale to point 33 will skip point 42 and progress from point 41 to 43 in October 2014
- Lecturer A staff assimilated from point 10 of old scale to point 33 will skip point 41 and 42 and progress from point 40 to 43 in October 2013
- Lecturer A staff assimilated from point 11 of old scale to point 33 will skip point 35 and progress from point 34 to 36 in October 2007 and will skip point 40 and progress from point 39 to 41 in October 2011 and will skip point 42 and progress from point 41 to 43 in October 2012
- Lecturer B staff assimilated from point 13 of old scale to points 37 will skip point 42 and progress from point 41 to 43 in October 2010
- Lecturer B staff assimilated from point 14 of old scale to point 37 will skip point 40 and progress from point 39 to point 41 in October 2008 and will skip point 42 and progress from point 41 to 43 in October 2009
- Lecturer B staff assimilated from point 15 of old scale to point 38 will skip point 39 in October 2006 and progress from point 38 to point 40 and will skip point 42 and progress from point 41 to 43 in October 2008
- Lecturer B staff assimilated from point 16 of old scale to point 40 will skip will skip point 42 and progress from point 41 to 43 in October 2007
- Lecturer B staff assimilated from point 17 of old scale to point 41 will skip will skip point 42 and progress from point 41 to 43 in October 2006
- Research RA1A staff assimilated from point 7 of old scale to point 29 will skip point 35 and progress from point 34 to 36 on the 6th anniversary of the appointment after August 2006 (if applicable)
- Research RA1A staff assimilated from point 8 of old scale to point 29 will skip point 32 and progress from point 31 to 33 on the 3rd anniversary of the appointment after August 2006 (if applicable) and will skip point 35 and progress from point 34 to 36 on the 5th anniversary of the appointment after August 2006 (if applicable)

- Research RA1A staff assimilated from point 9 of old scale to point 30 will skip point 31 and progress from point 30 to 32 on the 1st anniversary of the appointment after August 2006 (if applicable) and will skip point 35 and progress from point 34 to 36 on the 4th anniversary of the appointment after August 2006 (if applicable)
- Research RA1A staff assimilated from point 10 of old scale to point 32 will skip point 35 and progress from point 34 to 36 in October 2008 on the 3rd anniversary of the appointment after August 2006 (if applicable)
- Research RA1A staff assimilated from point 11 of old scale to point 33 will skip point 35 and progress from point 34 to 36 on the 2nd anniversary of the appointment after August 2006 (if applicable)
- Research RA1A staff assimilated from point 12 of old scale to point 34 will skip point 35 and progress from point 34 to 36 on the 1st anniversary of the appointment after August 2006 (if applicable)
- Research RAI staff assimilated from point 13 of old scale to point 37 will skip point 42 and progress from point 41 to 43 on the 5th anniversary of the appointment after August 2006 (if applicable)
- Research RAI staff assimilated from point 14 of old scale to point 37 will skip point 42 progress from point 41 to 43 on the 4th anniversary of the appointment after August 2006 (if applicable)
- Research RAI staff assimilated from point 15 of old scale to point 38 will skip point 39 and progress from point 38 to point 40 on the 1st anniversary of the appointment after August 2006 (if applicable) and skip point 42 after and progress from point 41 to 43 on the 3rd anniversary of the appointment after August 2006 (if applicable)
- Research RAI staff assimilated from point 16 of old scale to point 40 will skip point 42 and progress from point 41 to point 43 on the 2nd anniversary of the appointment after August 2006 (if applicable)
- Research RAI staff assimilated from point 17 of old scale to point 41 will skip point 42 and progress from point 41 to point 43 on the 1st anniversary of the appointment after August 2006 (if applicable)
- ALC 1 staff assimilated from point 4 of old scale to point 25 will skip points 34 and 35 and progress from point 33 to point 36 in October 2014
- ALC 1 staff assimilated from point 5 of old scale to point 25 will skip point 30 and progress from point 29 to point 31 in 2010 and will skip point 33 and progress from point 32 to point 34 in October 2012 and will skip point 35 and progress from point 34 to point 36 in October 2013
- ALC 1 staff assimilated from point 6 of old scale to point 26 will skip point 29 and progress from point 28 to point 30 in October 2008 and will skip point 32 and progress from point 31 to point 33 in October 2010 and will skip point 35 and progress from point 34 to point 36 in October 2012
- ALC/OR 2 staff assimilated from point 7 of old scale to point 29 will skip point 35 and progress from point 34 to point 36 in October 2011

- ALC/OR 2 staff assimilated from point 8 of old scale to point 29 will skip point 32 and progress from point 31 to point 33 in October 2008 and will skip point 35 and progress from point 34 to point 36 in October 2010
- ALC/OR 2 staff assimilated from point 9 of old scale to point 30 will skip point 31 and progress from point 30 to point 32 in October 2006 and will skip point 35 and progress from point 34 to point 36 in October 2009
- ALC/OR 2 staff assimilated from point 10 of old scale to point 32 will skip point 35 and progress from point 34 to point 36 in October 2008
- ALC/OR 2 staff assimilated from point 11 of old scale to point 33 will skip point 35 and progress from point 34 to point 36 in October 2007
- ALC/OR 2 staff assimilated from point 12 of old scale to point 34 will skip point 35 and progress from point 34 to point 36 in October 2006
- ALC/OR 3 staff assimilated from point 14 of old scale to point 37 will skip point 40 and progress from point 39 to point 41 in October 2008 and will skip point 42 and progress from point 41 to point 43 in October 2009
- ALC/OR 3 staff assimilated from point 15 of old scale to point 38 will skip point 39 and progress from point 38 to point 40 in October 2006 and will skip point 42 and progress from point 41 to point 43 in October 2008
- ALC/OR 3 staff assimilated from point 16 of old scale to point 40 will skip point 42 and progress from point 41 to point 43 in October 2007
- ALC/OR 3 staff assimilated from point 17 of old scale to point 41 will skip point 42 and progress from point 41 to point 43 in October 2006
- ALC/OR 4 staff assimilated from point 16 of old scale to point 40 will skip point 43 and progress from point 42 to point 44 in October 2008
- ALC/OR 4 staff assimilated from point 17 of old scale to point 41 will skip point 42 and progress from point 41 to point 43 in October 2006
- ALC/OR 4 staff assimilated from point 20 of old scale to point 44 will skip point 45 and progress from point 44 to point 46 in October 2006
- Clerical grade 6 staff assimilated from point 32 of old scale to point 30 will skip point 31 and progress from point 30 to point 32 in August 2007

Appendix 10

Detailed Progression Tables for Current Staff

Current Grade	Spinal Point	Current Salary	Current Date	New Grade	Spinal Point	New Salary
Lecturer A	13	£30,002	October 2008	7	36	£30,607
	14	£31,274	October 2009		37	£31,525
	15	£32,490	October 2010		38	£32,490
	16	£33,646	October 2011		39	£33,445
	17	£35,254	October 2012		40	£34,448
Lecturer A	18	£36,959	October 2013	8	43	£37,643
	12	£28,829	October 2009		37	£31,525
	13	£30,002	Oct 05/ Aug 06		38	£32,490
	14	£31,274	October 2010		39	£33,445
	15	£32,490	October 2011		40	£34,448
Lecturer A	16	£33,646	October 2012	7	43	£37,643
	17	£35,254	October 2013		41	£35,482
	18	£36,959	October 2014		43	£37,643
	10	£26,470	October 2006		34	£28,850
	11	£27,929	October 2007		35	£29,715
Lecturer A	12	£28,829	October 2008	8	36	£30,607
	13	£30,002	October 2009		37	£31,525
	14	£31,274	October 2010		38	£32,490
	15	£32,490	October 2011		39	£33,445
	16	£33,646	October 2012		40	£34,448
Lecturer A	17	£35,254	October 2013	7	41	£35,482
	18	£36,959	October 2014		43	£37,643
	10	£26,470	Oct 05/ Aug 06		33	£28,009
	11	£27,929	October 2006	34	£28,850	
	12	£28,829	October 2007	35	£29,715	

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Lecturer B	12	£28,829	Oct 05/ Aug 06	8	37	£31,525
	13	£30,002	October 2006		38	£32,490
	14	£31,274	October 2007		39	£33,445
	15	£32,490	October 2008		40	£34,448
	16	£33,646	October 2009		41	£35,482
	17	£35,254	October 2010		42	£36,546
	18	£36,959	October 2011		43	£37,643
Lecturer B	13	£30,002	Oct 05/ Aug 06	8	37	£31,525
	14	£31,274	October 2006		38	£32,490
	15	£32,490	October 2007		39	£33,445
	16	£33,646	October 2008		40	£34,448
	17	£35,254	October 2009		41	£35,482
	18	£36,959	October 2010		43	£37,643
Lecturer B	14	£31,274	Oct 05/ Aug 06	8	37	£31,525
	15	£32,490	October 2006		38	£32,490
	16	£33,646	October 2007		39	£33,445
	17	£35,254	October 2008		41	£35,482
	18	£36,959	October 2009		43	£37,643
Lecturer B	15	£32,490	Oct 05/ Aug 06	8	38	£32,490
	16	£33,646	October 2006		40	£34,448
	17	£35,254	October 2007		41	£35,482
	18	£36,959	October 2008		43	£37,643
Lecturer B	16	£33,646	Oct 05/ Aug 06	8	40	£34,448
	17	£35,254	October 2006		41	£35,482
	18	£36,959	October 2007		43	£37,643
Lecturer B	17	£35,254	Oct 05/ Aug 06	8	41	£35,482
	18	£36,959	October 2006		43	£37,643
Lecturer B	18	£36,959	Oct 05/ Aug 06	8	43	£37,643
Lecturer B	20	£38,685	Oct 05/ Aug 06	8	44	£38,772
Lecturer B	21	£40,287	Oct 05/ Aug 06	8	46	£41,133
Lecturer B	22	£41,294	Oct 05/ Aug 06	8	47	£42,367

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Senior Lecturer	20	£38,685	Oct 05/ Aug 06	9	45	£39,935
	21	£40,287	October 2006		46	£41,133
	22	£41,294	October 2007		47	£42,367
	23	£42,448	October 2008		48	£43,638
	24	£43,850	October 2009		49	£44,947
Senior Lecturer	21	£40,287	Oct 05/ Aug 06	9	46	£41,133
	22	£41,294	October 2006		47	£42,367
	23	£42,448	October 2007		48	£43,638
	24	£43,850	October 2008		49	£44,947
Senior Lecturer	22	£41,294	Oct 05/ Aug 06	9	47	£42,367
	23	£42,448	October 2006		48	£43,638
	24	£43,850	October 2007		49	£44,947
Senior Lecturer	23	£42,448	Oct 05/ Aug 06	9	48	£43,638
	24	£43,850	October 2006		49	£44,947
Senior Lecturer	24	£43,850	Oct 05/ Aug 06	9	49	£44,947
Senior Lecturer	25	£44,818	Oct 05/ Aug 06	9	49	£44,947
Senior Lecturer	26	£45,954	Oct 05/ Aug 06	9	50	£46,296
Senior Lecturer	27	£47,262	Oct 05/ Aug 06	9	51	£47,685

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Research 1A	4	£20,044	August 2006	7	29	£24,886
	5	£21,156	App Anniv 1		30	£25,633
	6	£22,289	App Anniv 2		31	£26,401
	7	£23,182	App Anniv 3		32	£27,194
	8	£24,352	App Anniv 4		33	£28,009
	9	£25,565	App Anniv 5		34	£28,850
	10	£26,470	App Anniv 6		35	£29,715
	11	£27,929	App Anniv 7		36	£30,607
	12	£28,829	App Anniv 8		36	£30,607
	13	£30,002	App Anniv 9		36	£30,607
Research 1A	5	£21,156	August 2006	7	29	£24,886
	6	£22,289	App Anniv 1		30	£25,633
	7	£23,182	App Anniv 2		31	£26,401
	8	£24,352	App Anniv 3		32	£27,194
	9	£25,565	App Anniv 4		33	£28,009
	10	£26,470	App Anniv 5		34	£28,850
	11	£27,929	App Anniv 6		35	£29,715
	12	£28,829	App Anniv 7		36	£30,607
Research 1A	6	£22,289	August 2006	7	29	£24,886
	7	£23,182	App Anniv 1		30	£25,633
	8	£24,352	App Anniv 2		31	£26,401
	9	£25,565	App Anniv 3		32	£27,194
	10	£26,470	App Anniv 4		33	£28,009
	11	£27,929	App Anniv 5		34	£28,850
	12	£28,829	App Anniv 6		35	£29,715
	13	£30,002	App Anniv 7		36	£30,607
Research 1A	7	£23,182	August 2006	7	29	£24,886
	8	£24,352	App Anniv 1		30	£25,633
	9	£25,565	App Anniv 2		31	£26,401
	10	£26,470	App Anniv 3		32	£27,194
	11	£27,929	App Anniv 4		33	£28,009
	12	£28,829	App Anniv 5		34	£28,850
	13	£30,002	App Anniv 6		36	£30,607
Research 1A	8	£24,352	August 2006	7	29	£24,886
	9	£25,565	App Anniv 1		30	£25,633
	10	£26,470	App Anniv 2		31	£26,401
	11	£27,929	App Anniv 3		33	£28,009
	12	£28,829	App Anniv 4		34	£28,850
	13	£30,002	App Anniv 5		36	£30,607

Research 1A	9	£25,565	August 2006	7	30	£25,633
	10	£26,470	App Anniv 1		32	£27,194
	11	£27,929	App Anniv 2		33	£28,009
	12	£28,829	App Anniv 3		34	£28,850
	13	£30,002	App Anniv 4		36	£30,607

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Research 1A	10	£26,470	August 2006	7	32	£27,194
	11	£27,929	App Anniv 1		33	£28,009
	12	£28,829	App Anniv 2		34	£28,850
	13	£30,002	App Anniv 3		36	£30,607
Research 1A	11	£27,929	August 2006	7	33	£28,009
	12	£28,829	App Anniv 1		34	£28,850
	13	£30,002	App Anniv 2		36	£30,607
Research 1A	12	£28,829	August 2006	7	34	£28,850
	13	£30,002	App Anniv 1		36	£30,607
Research 1A	13	£30,002	August 2006	7	36	£30,607

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
				7	25	£22,111
Research 1B	4	£20,044	August 2006	Training		
	5	£21,156	App Anniv 1		26	£22,774
	6	£22,289	App Anniv 2		27	£23,457
	6	£22,289	App Anniv 3		28	£24,161
	6	£22,289	App Anniv 4		29	£24,886
				7	25	£22,111
Research 1B	5	£21,156	August 2006	Training		
	6	£22,289	App Anniv 1		26	£22,774
	6	£22,289	App Anniv 2		27	£23,457
	6	£22,289	App Anniv 3		28	£24,161
	6	£22,289	App Anniv 4		29	£24,886
				7	26	£22,774
Research 1B	6	£22,289	August 2006	Training		
	6	£22,289	App Anniv 1		27	£23,457
	6	£22,289	App Anniv 2		28	£24,161
	6	£22,289	App Anniv 3		29	£24,886

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Research II	11	£27,929	August 2006	8	37	£31,525
	12	£28,829	App Anniv 1		38	£32,490
	13	£30,002	App Anniv 2		39	£33,445
	14	£31,274	App Anniv 3		40	£34,448
	15	£32,490	App Anniv 4		41	£35,482
	16	£33,646	App Anniv 5		42	£36,546
	17	£35,254	App Anniv 6		43	£37,643
	18	£36,959	App Anniv 7		43	£37,643
Research II	12	£28,829	August 2006	8	37	£31,525
	13	£30,002	App Anniv 1		38	£32,490
	14	£31,274	App Anniv 2		39	£33,445
	15	£32,490	App Anniv 3		40	£34,448
	16	£33,646	App Anniv 4		41	£35,482
	17	£35,254	App Anniv 5		42	£36,546
	18	£36,959	App Anniv 6		43	£37,643
Research II	13	£30,002	August 2006	8	37	£31,525
	14	£31,274	App Anniv 1		38	£32,490
	15	£32,490	App Anniv 2		39	£33,445
	16	£33,646	App Anniv 3		40	£34,448
	17	£35,254	App Anniv 4		41	£35,482
	18	£36,959	App Anniv 5		43	£37,643
Research II	14	£31,274	August 2006	8	37	£31,525
	15	£32,490	App Anniv 1		38	£32,490
	16	£33,646	App Anniv 2		39	£33,445
	17	£35,254	App Anniv 3		41	£35,482
	18	£36,959	App Anniv 4		43	£37,643
Research II	15	£32,490	August 2006	8	38	£32,490
	16	£33,646	App Anniv 1		40	£34,448
	17	£35,254	App Anniv 2		41	£35,482
	18	£36,959	App Anniv 3		43	£37,643
Research II	16	£33,646	August 2006	8	40	£34,448
	17	£35,254	App Anniv 1		41	£35,482
	18	£36,959	App Anniv 2		43	£37,643

Research II	17	£35,254	August 2006	8	41	£35,482
	18	£36,959	App Anniv 1		43	£37,643
Research II	18	£35,883	August 2006	8	43	£37,643

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Research III	17	£35,254	August 2006	9	45	£39,935
	18	£36,959	App Anniv 1		46	£41,133
	20	£38,685	App Anniv 2		47	£42,367
	21	£40,287	App Anniv 3		48	£44,947
	22	£41,294	App Anniv 4		49	£44,947
	23	£42,448	App Anniv 5		49	£44,947
	24	£43,850	App Anniv 6		49	£44,947
Research III	18	£36,959	August 2006	9	45	£39,935
	20	£38,685	App Anniv 1		46	£41,133
	21	£40,287	App Anniv 2		47	£42,367
	22	£41,294	App Anniv 3		48	£44,947
	23	£42,448	App Anniv 4		49	£44,947
	24	£43,850	App Anniv 5		49	£44,947
Research III	20	£38,685	August 2006	9	45	£39,935
	21	£40,287	App Anniv 1		46	£41,133
	22	£41,294	App Anniv 2		47	£42,367
	23	£42,448	App Anniv 3		48	£44,947
	24	£43,850	App Anniv 4		49	£44,947
Research III	21	£40,287	August 2006	9	46	£41,133
	22	£41,294	App Anniv 1		47	£42,367
	23	£42,448	App Anniv 2		48	£43,638
	24	£43,850	App Anniv 3		49	£44,947
Research III	22	£41,294	August 2006	9	47	£42,367
	23	£42,448	App Anniv 1		48	£43,638
	24	£43,850	App Anniv 2		49	£44,947
Research III	23	£42,448	August 2006	9	48	£43,638
	24	£43,850	App Anniv 1		49	£44,947
Research III	24	£43,850	August 2006	9	49	£44,947
Research III	25	£44,818	August 2006	9	49	£44,947
Research III	26	£45,954	August 2006	9	50	£46,296

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary	
ALC 1	4	£20,044	Oct 05/ Aug 06	7 Training	25	£22,111	
	5	£21,156	October 2006		26	£22,774	
	6	£22,289	October 2007		27	£23,457	
	7	£23,182	October 2008	7	28	£24,161	
	8	£24,352	October 2009		29	£24,886	
	9	£25,565	October 2010		30	£25,633	
	10	£26,470	October 2011		31	£26,401	
	11	£27,929	October 2012		32	£27,194	
	12	£28,829	October 2013		33	£28,009	
	13	£30,002	October 2014		36	£30,607	
	ALC 1	5	£21,156	Oct 05/ Aug 06	7 Training	25	£22,111
		6	£22,289	October 2006		26	£22,774
		7	£23,182	October 2007		27	£23,457
8		£24,352	October 2008	7	28	£24,161	
9		£25,565	October 2009		29	£24,886	
10		£26,470	October 2010		31	£26,401	
11		£27,929	October 2011		32	£27,194	
12		£28,829	October 2012		34	£28,850	
13		£30,002	October 2013		36	£30,607	
ALC 1		6	£22,289		Oct 05/ Aug 06	7 Training	26
		7	£23,182	October 2006	27		£23,457
		8	£24,352	October 2007	28		£24,161
		9	£25,565	October 2008	7	30	£25,633
	10	£26,470	October 2009	31		£26,401	
	11	£27,929	October 2010	33		£28,009	
	12	£28,829	October 2011	34		£28,850	
	13	£30,002	October 2012	36		£30,607	

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
ALC 2/OR2	7	£23,182	Oct 05/ Aug 06	7	29	£24,886
	8	£24,352	October 2006		30	£25,633
	9	£25,565	October 2007		31	£26,401
	10	£26,470	October 2008		32	£27,194
	11	£27,929	October 2009		33	£28,009
	12	£28,829	October 2010		34	£28,850
	13	£30,002	October 2011		36	£30,607
ALC 2/OR2	8	£24,352	Oct 05/ Aug 06	7	29	£24,886
	9	£25,565	October 2006		30	£25,633
	10	£26,470	October 2007		31	£26,401
	11	£27,929	October 2008		33	£28,009
	12	£28,829	October 2009		34	£28,850
	13	£30,002	October 2010		36	£30,607
ALC 2/OR2	9	£25,565	Oct 05/ Aug 06	7	30	£25,633
	10	£26,470	October 2006		32	£27,194
	11	£27,929	October 2007		33	£28,009
	12	£28,829	October 2008		34	£28,850
	13	£30,002	October 2009		36	£30,607
ALC 2/OR2	10	£26,470	Oct 05/ Aug 06	7	32	£27,194
	11	£27,929	October 2006		33	£28,009
	12	£28,829	October 2007		34	£28,850
	13	£30,002	October 2008		36	£30,607
ALC 2/OR2	11	£27,929	Oct 05/ Aug 06	7	33	£28,009
	12	£28,829	October 2006		34	£28,850
	13	£30,002	October 2007		36	£30,607
ALC 2/OR2	12	£28,829	Oct 05/ Aug 06	7	34	£28,850
	13	£30,002	October 2006		36	£30,607
ALC 2/OR2	13	£30,002	Oct 05/ Aug 06	7	36	£30,607
ALC 2/OR2	14	£31,274	Oct 05/ Aug 06	7	37	£31,525
ALC 2/OR2	15	£32,490	Oct 05/ Aug 06	7	38	£32,490

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
ALC 3/OR3	14	£31,274	Oct 05/ Aug 06	8	37	£31,525
	15	£32,490	October 2006		38	£32,490
	16	£33,646	October 2007		39	£33,445
	17	£35,254	October 2008		41	£35,482
	18	£36,959	October 2009		43	£37,643
ALC 3/OR3	15	£32,490	Oct 05/ Aug 06	8	38	£32,490
	16	£33,646	October 2006		40	£34,448
	17	£35,254	October 2007		41	£35,482
	18	£36,959	October 2008		43	£37,643
ALC 3/OR3	16	£33,646	Oct 05/ Aug 06	8	40	£34,448
	17	£35,254	October 2006		41	£35,482
	18	£36,959	October 2007		43	£37,643
ALC 3/OR3	17	£35,254	Oct 05/ Aug 06	8	41	£35,482
	18	£36,959	October 2006		43	£37,643
ALC 3/OR3	18	£36,959	August 2006	8	43	£37,643

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
ALC 4/OR4	16	£33,646	Oct 05/ Aug 06	8	40	£34,448
	17	£35,254	October 2006		41	£35,482
	18	£36,959	October 2007		42	£36,546
	20	£38,685	October 2008		44	£38,772
	21	£40,287	October 2009		45	£39,935
	21	£40,287	October 2010		46	£41,133
ALC 4/OR4	17	£35,254	Oct 05/ Aug 06	8	41	£35,482
	18	£36,959	October 2006		43	£37,643
	20	£38,685	October 2007		44	£38,772
	21	£40,287	October 2008		45	£39,935
	21	£40,287	October 2009		46	£41,133
ALC 4/OR4	18	£36,959	Oct 05/ Aug 06	8	43	£37,643
	20	£38,685	October 2006		44	£38,772
	21	£40,287	October 2007		45	£39,935
	21	£40,287	October 2008		46	£41,133
ALC 4/OR4	20	£38,685	Oct 05/ Aug 06	8	44	£38,772
	21	£40,287	October 2006		46	£41,133
ALC 4/OR4	21	£39,114	Oct 05/ Aug 06	8	46	£41,133

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
ALC 5/OR5	20	£38,865	Oct 05/ Aug 06	9	45	£39,935
	21	£40,287	October 2006		46	£41,133
	22	£41,294	October 2007		47	£42,367
	23	£42,448	October 2008		48	£43,638
	24	£43,850	October 2009		49	£44,947
ALC 5/OR5	21	£40,287	Oct 05/ Aug 06	9	46	£41,133
	22	£41,294	October 2006		47	£42,367
	23	£42,448	October 2007		48	£43,638
	24	£43,850	October 2008		49	£44,947
ALC 5/OR5	22	£41,294	Oct 05/ Aug 06	9	47	£42,367
	23	£42,448	October 2006		48	£43,638
	24	£43,850	October 2007		49	£44,947
ALC 5/OR5	23	£42,448	Oct 05/ Aug 06	9	48	£43,638
	24	£43,850	October 2006		49	£44,947
ALC 5/OR5	24	£43,850	Oct 05/ Aug 06	9	49	£44,947
ALC 5/OR5	25	£44,818	Oct 05/ Aug 06	9	49	£44,947
ALC 5/OR5	26	£45,954	Oct 05/ Aug 06	9	50	£46,296
ALC 5/OR5	27	£47,262	Oct 05/ Aug 06	9	51	£47,685

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
OR 1	4	£20,044	Oct 05/ Aug 06	6/7	25	£22,111
	5	£21,156	October 2006		26	£22,774
	6	£22,289	October 2007		27	£23,457
	6	£22,289	October 2008		28	£24,161
	6	£22,289	October 2009		29	£24,886
OR 1	5	£21,156	Oct 05/ Aug 06	6/7	25	£22,111
	6	£22,289	October 2006		26	£22,774
	6	£22,289	October 2007		27	£23,457
	6	£22,289	October 2008		28	£24,161
	6	£22,289	October 2009		29	£24,886
OR 1	6	£22,289	Oct 05/ Aug 06	6/7	26	£22,774
	6	£22,289	October 2006		27	£23,457
	6	£22,289	October 2007		28	£24,161
	6	£22,289	October 2008		29	£24,886
OR1	7	£23,182	Oct 05/ Aug 06	6/7	27	£23,457
	7	£23,182	October 2006		28	£24,161
	7	£23,182	October 2007		29	£24,886
OR1	8	£24,352	Oct 05/ Aug 06	6/7	29	£24,886
OR1	9	£25,565	Oct 05/ Aug 06	6/7	30	£25,633

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
CG 1	2	£11,307	August 2005	2	3	£11,703
		£11,640	August 2006			
		£11,761	August 2007			
		£12,097	August 2008			
CG 1	3	£11,640	August 2005	2	4	£11,989
		£11,761	August 2006			
		£12,097	August 2007			
CG 1	4	£11,761	August 2005	2	5	£12,335
		£12,097	August 2006			
CG 1	5	£12,097	August 2005	2	5	£12,335
		£12,097	August 2006			

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
CG 2	7	£12,410	August 2005			
	8	£12,613	August 2006	3	6	£12,692
	9	£13,009	August 2007		7	£13,009
	10	£13,220	August 2008		8	£13,387
	11	£13,577	August 2009		9	£13,778
	12	£13,942	August 2010		10	£14,192
	13	£14,372	August 2011		11	£14,618
CG 2	8	£12,613	August 2005			
	9	£13,009	August 2006	3	7	£13,009
	10	£13,220	August 2007		8	£13,387
	11	£13,577	August 2008		9	£13,778
	12	£13,942	August 2009		10	£14,192
	13	£14,372	August 2010		11	£14,618
CG 2	9	£13,009	August 2005			
	10	£13,220	August 2006	3	8	£13,387
	11	£13,577	August 2007		9	£13,778
	12	£13,942	August 2008		10	£14,192
	13	£14,372	August 2009		11	£14,618
CG 2	10	£13,220	August 2005			
	11	£13,577	August 2006	3	9	£13,778
	12	£13,942	August 2007		10	£14,192
	13	£14,372	August 2008		11	£14,618
CG 2	11	£13,577	August 2005			
	12	£13,942	August 2006	3	10	£14,192
	13	£14,372	August 2007		11	£14,618
CG 2	12	£13,942	August 2005			
	13	£14,372	August 2006	3	11	£14,618
CG 2	13	£14,372	August 2005			
	13	£14,372	August 2006	3	11	£14,618
CG 2	14	£14,776	August 2005			
	14	£14,776	August 2006	3	12	£15,056
CG 2	15	£15,194	August 2005			
	15	£15,194	August 2006	3	13	£15,508

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
CG 3	13	£14,372	August 2005			
	14	£14,776	August 2006	4	12	£15,056
	15	£15,194	August 2007		13	£15,508
	16	£15,593	August 2008		14	£15,973
	17	£16,053	August 2009		15	£16,452
	18	£16,553	August 2010		16	£16,946
CG 3	14	£14,776	August 2005			
	15	£15,194	August 2006	4	13	£15,508
	16	£15,593	August 2007		14	£15,973
	17	£16,053	August 2008		15	£16,452
	18	£16,553	August 2009		16	£16,946
CG 3	15	£15,194	August 2005			
	16	£15,593	August 2006	4	14	£15,973
	17	£16,053	August 2007		15	£16,452
	18	£16,553	August 2008		16	£16,946
CG 3	16	£15,593	August 2005			
	17	£16,053	August 2006	4	15	£16,452
	18	£16,553	August 2007		16	£16,946
CG 3	17	£16,053	August 2005			
	18	£16,553	August 2006	4	16	£16,946
CG 3	18	£16,553	August 2005			
	18	£16,553	August 2006	4	16	£16,946
CG 3	19	£16,946	August 2005			
	19	£16,946	August 2006	4	16	£16,946
CG 3	20	£17,454	August 2005			
	20	£17,454	August 2006	4	17	£17,454
CG 3	21	£17,977	August 2005			
	21	£17,977	August 2006	4	18	£17,978

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
CG4	18	£16,553	August 2005			
	19	£16,946	August 2006	5	16	£16,946
	20	£17,454	August 2007		17	£17,454
	21	£17,977	August 2008		18	£17,978
	22	£18,509	August 2009		19	£18,517
	23	£19,093	August 2010		20	£19,093
	23	£19,093	August 2011		21	£19,645
CG4	19	£16,946	August 2005			
	20	£17,454	August 2006	5	17	£17,454
	21	£17,977	August 2007		18	£17,978
	22	£18,509	August 2008		19	£18,517
	23	£19,093	August 2009		20	£19,093
	23	£19,093	August 2010		21	£19,645
CG4	20	£17,454	August 2005			
	21	£17,977	August 2006	5	18	£17,978
	22	£18,509	August 2007		19	£18,517
	23	£19,093	August 2008		20	£19,093
	23	£19,093	August 2009		21	£19,645
CG4	21	£17,977	August 2005			
	22	£18,509	August 2006	5	19	£18,517
	23	£19,093	August 2007		20	£19,093
	23	£19,093	August 2008		21	£19,645
CG4	22	£18,509	August 2005			
	23	£19,093	August 2006	5	20	£19,093
	23	£19,093	August 2007		21	£19,645
CG4	23	£19,093	August 2005			
	23	£19,093	August 2006	5	21	£19,645
CG4	24	£19,622	August 2005			
	24	£19,622	August 2006	5	21	£19,645
CG4	25	£20,202	August 2005			
	25	£20,202	August 2006	5	22	£20,235
CG4	26	£20,833	August 2005			

26 £20,833 August 2006 5 22 £20,842

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
CG5	23	£19,093	August 2005			
	24	£19,622	August 2006	6	22	£20,235
	25	£20,202	August 2007		23	£20,842
	26	£20,833	August 2008		24	£21,467
	27	£21,415	August 2009		25	£22,111
	28	£22,053	August 2010		26	£22,774
	29	£22,776	August 2011		27	£23,457
	29	£22,776	August 2012		28	£24,161
	29	£22,776	August 2013		29	£24,886
CG5	24	£19,622	August 2005			
	25	£20,202	August 2006	6	22	£20,235
	26	£20,833	August 2007		23	£20,842
	27	£21,415	August 2008		24	£21,467
	28	£22,053	August 2009		25	£22,111
	29	£22,776	August 2010		26	£22,774
	29	£22,776	August 2011		27	£23,457
	29	£22,776	August 2012		28	£24,161
	29	£22,776	August 2013		29	£24,886
CG5	25	£20,202	August 2005			
	26	£20,833	August 2006	6	23	£20,842
	27	£21,415	August 2007		24	£21,467
	28	£22,053	August 2008		25	£22,111
	29	£22,776	August 2009		26	£22,774
	29	£22,776	August 2010		27	£23,457
	29	£22,776	August 2011		28	£24,161
	29	£22,776	August 2012		29	£24,886
CG5	26	£20,833	August 2005			
	27	£21,415	August 2006	6	24	£21,467
	28	£22,053	August 2007		25	£22,111
	29	£22,776	August 2008		26	£22,774
	29	£22,776	August 2009		27	£23,457
	29	£22,776	August 2010		28	£24,161
	29	£22,776	August 2011		29	£24,886
CG5	27	£21,415	August 2005			
	28	£22,053	August 2006	6	25	£22,111
	29	£22,776	August 2007		26	£22,774
	29	£22,776	August 2008		27	£23,457
	29	£22,776	August 2009		28	£24,161
	29	£22,776	August 2010		29	£24,886
CG5	28	£22,053	August 2005			

29	£22,776	August 2006	6	27	£23,457
29	£22,776	August 2007		28	£24,161
29	£22,776	August 2008		29	£24,886
29	£22,776	August 2009		29	£24,886

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
CG5	29	£22,776	August 2005			
	29	£22,776	August 2006	6	27	£23,457
	29	£22,776	August 2007		28	£24,161
	29	£22,776	August 2008		29	£24,886
CG5	30	£23,499	August 2005			
	30	£23,499	August 2006	6	28	£24,161
	30	£23,499	August 2007		29	£24,886
CG5	31	£24,099	August 2005			
	31	£24,099	August 2006	6	28	£24,161

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
CG 6	29	£22,776	August 2007			
	30	£23,499	August 2006	6	28	£24,161
	31	£24,099	August 2007		29	£24,886
	32	£24,821	August 2008		30	£25,633
	33	£25,565	August 2009		31	£26,401
	34	£26,470	August 2010		32	£27,194
CG 6	30	£23,499	August 2005			
	31	£24,099	August 2006	6	28	£24,161
	32	£24,821	August 2007		29	£24,886
	33	£25,565	August 2008		30	£25,633
	34	£26,470	August 2009		31	£26,401
	34	£26,470	August 2010		32	£27,194
CG 6	31	£24,099	August 2005			
	32	£24,821	August 2006	6	29	£24,886
	33	£25,565	August 2007		30	£25,633
	34	£26,470	August 2008		31	£26,401
	34	£26,470	August 2009		32	£27,194
CG 6	32	£24,821	August 2005			
	33	£25,565	August 2006	6	30	£25,633
	34	£26,470	August 2007		31	£26,401
	34	£26,470	August 2007		32	£27,194
CG 6	33	£25,565	August 2005			
	34	£26,470	August 2006	6	32	£27,194
CG 6	34	£26,470	August 2005			
	34	£26,470	August 2006	6	32	£27,194
CG 6	35	£27,117	August 2005			
	35	£27,117	August 2006	6	32	£27,194
CG 6	36	£27,929	August 2005			
	36	£27,929	August 2006	6	33	£28,009

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Tech A	1	£11,640	August 2005	3	5	£12,335
	2	£11,938	August 2006			
	3	£12,262	August 2007			
	4	£12,410	August 2008			
	5	£12,730	August 2009			
	6	£13,009	August 2010			
	6	£13,009	August 2011			
	6	£13,009	August 2012		11	£14,618
Tech A	2	£11,938	August 2005	3	5	£12,335
	3	£12,262	August 2006			
	4	£12,410	August 2007			
	5	£12,730	August 2008			
	6	£13,009	August 2009			
	6	£13,009	August 2010			
	6	£13,009	August 2011			
	6	£13,009	August 2012		11	£14,618
Tech A	3	£12,262	August 2005	3	6	£12,692
	4	£12,410	August 2006			
	5	£12,730	August 2007			
	6	£13,009	August 2008			
	6	£13,009	August 2009			
	6	£13,009	August 2010			
	6	£13,009	August 2011			
Tech A	4	£12,410	August 2005	3	7	£13,009
	5	£12,730	August 2006			
	6	£13,009	August 2007			
	6	£13,009	August 2008			
	6	£13,009	August 2009			
	6	£13,009	August 2010			
Tech A	5	£12,730	August 2005	3	7	£13,009
	6	£13,009	August 2006			
	6	£13,009	August 2007			
	6	£13,009	August 2008			
	6	£13,009	August 2009			
	6	£13,009	August 2010			
Tech A	6	£13,009	August 2005	3	7	£13,009
	6	£13,009	August 2006			
	6	£13,009	August 2007			
	6	£13,009	August 2008			
	6	£13,009	August 2009			
	6	£13,009	August 2010			
Tech A	7	£13,220	August 2005	3	8	£13,387
	7	£13,220	August 2006			
	7	£13,220	August 2007			
	7	£13,220	August 2008			

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Tech C	10	£14,372	August 2005			
	11	£14,776	August 2006	4	12	£15,056
	12	£15,194	August 2007		13	£15,508
	13	£15,593	August 2008		14	£15,973
	14	£16,053	August 2009		15	£16,452
	14	£16,053	August 2010		16	£16,946
Tech C	11	£14,776	August 2005			
	12	£15,194	August 2006	4	13	£15,508
	13	£15,593	August 2007		14	£15,973
	14	£16,053	August 2008		15	£16,452
	14	£16,053	August 2009		16	£16,946
Tech C	12	£15,194	August 2005			
	13	£15,593	August 2006	4	14	£15,973
	14	£16,053	August 2007		15	£16,452
	14	£16,053	August 2008		16	£16,946
Tech C	13	£15,593	August 2005			
	14	£16,053	August 2006	4	15	£16,452
	14	£16,053	August 2007		16	£16,946
Tech C	14	£16,053	August 2005			
	14	£16,053	August 2006	4	15	£16,452
	14	£16,053	August 2007		16	£16,946
Tech C	15	£16,553	August 2005			
	15	£16,553	August 2006	4	16	£16,946
Tech C	16	£16,946	August 2005			
	16	£16,946	August 2006	4	16	£16,946

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Tech D	15	£16,553	August 2005			
	16	£16,946	August 2006	5	16	£16,946
	17	£17,454	August 2007		17	£17,454
	18	£17,977	August 2008		18	£17,978
	19	£18,509	August 2009		19	£18,517
	20	£19,093	August 2010		20	£19,093
	21	£19,622	August 2011		21	£19,645
Tech D	16	£16,946	August 2005			
	17	£17,454	August 2006	5	17	£17,454
	18	£17,977	August 2007		18	£17,978
	19	£18,509	August 2008		19	£18,517
	20	£19,093	August 2009		20	£19,093
	21	£19,622	August 2010		21	£19,645
Tech D	17	£17,454	August 2005			
	18	£17,977	August 2006	5	18	£17,978
	19	£18,509	August 2007		19	£18,517
	20	£19,093	August 2008		20	£19,093
	21	£19,622	August 2009		21	£19,645
Tech D	18	£17,977	August 2005			
	19	£18,509	August 2006	5	19	£18,517
	20	£19,093	August 2007		20	£19,093
	21	£19,622	August 2008		21	£19,645
Tech D	19	£18,509	August 2005			
	20	£19,093	August 2006	5	20	£19,093
	21	£19,622	August 2007		21	£19,645
Tech D	20	£19,093	August 2005			
	21	£19,622	August 2006	5	21	£19,645
Tech D	21	£19,622	August 2005			
	21	£19,622	August 2006	5	21	£19,645
Tech D	22	£20,202	August 2005			
	22	£20,202	August 2006	5	22	£20,235
Tech D	23	£20,833	August 2005			
	23	£20,833	August 2006	5	23	£20,842
Tech D	24	£21,415	August 2005			
	24	£21,415	August 2006	5	24	£21,467

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Tech E	22	£20,202	August 2005			
	23	£20,833	August 2006	6	23	£20,842
	24	£21,415	August 2007		24	£21,467
	25	£22,053	August 2008		25	£22,111
	26	£22,776	August 2009		26	£22,774
	26	£22,776	August 2010		27	£23,457
	26	£22,776	August 2011		28	£24,161
	26	£22,776	August 2012		29	£24,886
Tech E	23	£20,833	August 2005			
	24	£21,415	August 2006	6	24	£21,467
	25	£22,053	August 2007		25	£22,111
	26	£22,776	August 2008		26	£22,774
	26	£22,776	August 2009		27	£23,457
	26	£22,776	August 2010		28	£24,161
	26	£22,776	August 2011		29	£24,886
Tech E	24	£21,415	August 2005			
	25	£22,053	August 2006	6	25	£22,111
	26	£22,776	August 2007		26	£22,774
	26	£22,776	August 2008		27	£23,457
	26	£22,776	August 2009		28	£24,161
	26	£22,776	August 2010		29	£24,886
Tech E	25	£22,053	August 2005			
	26	£22,776	August 2006	6	27	£23,457
	26	£22,776	August 2007		28	£24,161
	26	£22,776	August 2008		29	£24,886
Tech E	26	£22,776	August 2005			
	26	£22,776	August 2006	6	27	£23,457
	26	£22,776	August 2007		28	£24,161
	26	£22,776	August 2008		29	£24,886
Tech E	27	£23,499	August 2005			
	27	£23,499	August 2006	6	28	£24,161
	27	£23,499	August 2007		29	£24,886
Tech E	28	£24,099	August 2005			
	28	£24,099	August 2006	6	28	£24,161

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Tech F	27	£23,499	August 2005	6	28	£24,161
	28	£24,099	August 2006			
	29	£24,821	August 2007			
	30	£25,565	August 2008			
Tech F	28	£24,099	August 2005	6	29	£24,886
	29	£24,821	August 2006			
	30	£25,565	August 2007			
Tech F	29	£24,821	August 2005	6	30	£25,633
	30	£25,565	August 2006			
Tech F	30	£25,565	August 2005	6	30	£25,633
	30	£25,565	August 2006			
Tech F	31	£26,195	August 2005	6	31	£26,401
	31	£26,195	August 2006			
Tech F	32	£27,117	August 2005	6	32	£27,194
	32	£27,117	August 2006			

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Tech G	31	£26,195	August 2005			
	32	£27,117	August 2006	7	32	£27,194
	33	£27,929	October 2007		33	£28,009
	33	£27,929	October 2008		34	£28,850
	33	£27,929	October 2009		35	£29,715
	33	£27,929	October 2010		36	£30,607
Tech G	32	£27,117	August 2005			
	33	£27,929	August 2006	7	33	£28,009
	33	£27,929	October 2007		34	£28,850
	33	£27,929	October 2008		35	£29,715
	33	£27,929	October 2009		36	£30,607
	33	£27,929	October 2010		36	£30,607
Tech G	33	£27,929	August 2005			
	33	£27,929	August 2006	7	33	£28,009
	33	£27,929	October 2007		34	£28,850
	33	£27,929	October 2008		35	£29,715
	33	£27,929	October 2009		36	£30,607
Tech G	34	£28,829	August 2005			
	34	£28,829	August 2006	7	34	£28,850
	34	£28,829	October 2007		35	£29,715
	34	£28,829	October 2008		36	£30,607

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Tech H	33	£27,929	August 2005			
	34	£28,829	August 2006	7	34	£28,850
	35	£29,480	October 2007		35	£29,715
	35	£29,480	October 2008		36	£30,607
Tech H	34	£28,829	August 2005			
	35	£29,480	August 2006	7	35	£29,715
	35	£29,480	October 2007		36	£30,607
Tech H	35	£29,480	August 2005			
	35	£29,480	August 2006	7	35	£29,715
	35	£29,480	October 2007		36	£30,607
Tech H	36	£30,363	August 2005			
	36	£30,364	August 2006	7	36	£30,607

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Tech I	36	£30,363	August 2005			
	37	£31,274	August 2006	8	37	£31,525
	38	£32,490	October 2007		38	£32,490
	38	£32,490	October 2008		39	£33,445
	38	£32,490	October 2009		40	£34,448
	38	£32,490	October 2010		41	£35,482
	38	£32,490	October 2011		42	£36,546
	38	£32,490	October 2012		43	£37,643
Tech I	37	£31,274	August 2005			
	38	£32,490	August 2006	8	38	£32,490
	38	£32,490	October 2007		39	£33,445
	38	£32,490	October 2008		40	£34,448
	38	£32,490	October 2009		41	£35,482
	38	£32,490	October 2010		42	£36,546
	38	£32,490	October 2011		43	£37,643
Tech I	38	£32,490	August 2005			
	38	£32,490	August 2006	8	38	£32,490
	38	£32,490	October 2007		39	£33,445
	38	£32,490	October 2008		40	£34,448
	38	£32,490	October 2009		41	£35,482
	38	£32,490	October 2010		42	£36,546
	38	£32,490	October 2011		43	£37,643
Tech I	39	£33,335	August 2005			
	39	£33,336	August 2006		39	£33,445
	39	£33,337	October 2007		40	£34,448
	39	£33,338	October 2008		41	£35,482
	39	£33,339	October 2009		42	£36,546
	39	£33,340	October 2010		43	£37,643

Current Grade	Spinal Point	Current Salary	Date	New Grade	Spinal Point	New Salary
Manual 1	1	£10,940	August 2005	1	1	£11,060
		£10,940	August 2006			
Manual 2	2	£11,307	August 2005	2	2	£11,377
		£11,307	August 2006			
		£11,307	August 2007		3	£11,703
Manual 3	3	£11,640	August 2005	2	3	£11,703
		£11,640	August 2006			
Manual 4	4	£12,097	August 2005	2	5	£12,335
		£12,097	August 2006			

Framework Agreement: Terms and Conditions

Appendix 11

STAFF CATEGORY	HOURS OF WORK	ANNUAL LEAVE	LONG SERVICE LEAVE	ANNUAL AWARD	NOTICE BY EMPLOYEE	NOTICE BY EMPLOYER
Academic (Grade 7 and above)	That to fulfil duties of post	39 including public holidays	-	1 August	3 months	12 months
Management and Support (Grade 7 and above)	That to fulfil duties of post	39 including public holidays		1 August	3 months	3 months
Grades 3-6	36.25 per week	34 including public holidays	1 day after 5 years 1 day after 7 years 1 day after 12 years	1 August	1 month	2 months. For service of more than 8 years, 1 week for each year up to 12 weeks
Grades 1-2	36.25 per week	34 including public holidays	1 day after 5 years 1 day after 7 years 1 day after 12 years	1 August	1 month	2 months. For service of more than 8 years, 1 week for each year up to 12 weeks

STAFF CATEGORY	OCCUPATIONAL SICK LEAVE			SUPERANNUATION	PROBATION	INCREMENT DATE
Academic (Grade 7 and above)		Full Pay	Half Pay	USS	3-5 years (Grade 7) None (Grades 8-10)	1 October or for Research staff, anniversary of appointment
	0-3 months	1 month	1 month			
	3 months-1 year	2 months	2 months			
	2-3 years	3 months	3 months			
	4-5 years	5 months	5 months			
>5 years	6 months	6 months				
Management and Support (Grade 7 and above)	As above			USS	1 year	1 October
Grades 3-6	As above			UoD SS	1 year	1 August