

Appendix 2

INITIAL ASSIMILATION ARRANGEMENTS TO GRADING STRUCTURE

Initial assimilation will take place on the 'best fit' between current grade and new grade in terms of salary only. This assimilation does not fully take account of role evaluation (HERA). Final confirmation of the grading of individual roles will take place at the completion of the HERA role evaluation process.

Technical Staff

Current Grade	Assimilated Grade in New Structure
G3	8
G2	7
G1	7
F	6
E	6
D	5
C	4
B	3
A	2
Trainee Technician	2

Computing Services Staff

Current Grade	Assimilated in New Structure
Chief Computer Operator	6
Shift Leader II	5
Shift Leader I	4
Senior Computer Operator	4
Computer Operator	3
Trainee Computer Operator	1

Halls Management

Current Grade	Assimilated Grade in New Structure
Grade 2	5
Grade 1	3

Sports Centre Manager/Sports Ground Deputy Manager

Current Grade	Assimilated Grade in New Structure
	6

Sports Centre Supervisor

Current Grade	Assimilated Grade in New Structure
Grade D	5

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Sports & Recreation Assistants

Current Grade	Assimilated Grade in New Structure
Grade B	3

Assistant Duty Security Managers

Current Grade	Assimilated Grade in New Structure
ADSM	4

Security Patrollers

Current Grade	Assimilated Grade in New Structure
Patroller	2 (3 above the bar)

Building Managers

Current Grade	Assimilated Grade in New Structure
	3

Deputy Building Managers

Current Grade	Assimilated Grade in New Structure
	3

Operational Services – Managers

Current Grade	Assimilated Grade in New Structure
	4

Professional & Technical Staff

Current Grade	Assimilated Grade in New Structure
PT 111	6
PTII	5
PTI	4

Electricians, Fitters, Plumbers, Joiners, Related Staff & Craft Apprentices

Current Grade	Assimilated Grade in New Structure
Supervisor	7
Assistant Supervisor	7
High Grade Maintenance Technician	6
Maintenance Technician	5

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Manual Staff

Current Grade	Assimilated Grade in New Structure
SS 2	4
SS 1	3
Grade 4	2
Grade 3	1
Grade 2	1
Grade 1	1

Mail Services Assistants

Current Grade	Assimilated Grade in New Structure
	3

General Assistants/Refreshment Assistants

Current Grade	Assimilated Grade in New Structure
	1

Clerical Staff

Current Grade	Assimilated Grade in New Structure
Grade F	6
Grade E	6
Grade D	5
Grade C	4
Grade B	3
Grade A	2

Library Staff

Current Grade	Assimilated Grade in New Structure
Senior Library Assistant	5/6
Library Assistant 3 – above second bar	5
Library Assistant	3/4
Grade A	2