



THE UNIVERSITY *of* LIVERPOOL

ROLE EVALUATION

GRADE BOUNDARIES

The grade boundaries have been agreed by the University and the trade unions. In determining the boundaries, the partnership has been conscious to ensure that the boundaries support the University's aim of ensuring equal pay for work of equal value.

The implications of the grade boundaries will be reviewed once the role matching exercise has been completed and subsequently at regular intervals. Future changes to the boundary scores will be made following discussions with the Trade Unions.

Grade 1	Under 208 HERA Points
Grade 2	208 - 227 HERA Points
Grade 3	228 – 245 HERA Points
Grade 4	246 – 282 HERA Points
Grade 5	283 – 324 HERA Points
Grade 6	325 – 384 HERA Points
Grade 7	385 – 452 HERA Points
Grade 8	453 – 550 HERA Points
Grade 9	Above 551 HERA Points