Aston University

PAY STRUCTURE FOR SENIOR STAFF

(NB: salaries quoted reflect the outcome of the revised national pay rates from 1 August 2012

The University Council, at its meeting on 19 May 2004, approved a methodology for pay progression for senior staff (i.e. those paid according to the professorial and professorial equivalent academic-related grades).

The revised structure is based on the following principles:

1) a) The assumption that nationally negotiated annual cost of living awards, will continue to apply, to maintain equity with other academic grades;

b) The introduction of three salary bands as follows:

i) **Band 1 - Incremental Range**
Commencing at the equivalent of the former nationally agreed professorial minimum salary (£53,083 pa), and rising to a maximum of £82,617 pa (at 01/08/12 rates). Staff will normally progress by annual increments of approximately 3%, payable on 1 August, to the maximum of the range, subject to satisfactory performance and to the provisions which apply within the Performance Related Pay (PRP) Scheme for other grades of staff, i.e. the Vice-Chancellor will have the authority to award accelerated incremental progression on the basis of performance, or the need to retain staff with scarce and valuable skills.

The full Band 1 - Incremental Range is as follows:

BAND 1 - Incremental Range						
Pt No	Scale Effective 01/05/2008	Scale Effective 01/10/2008	Scale Effective 01/08/2009	Scale Effective 01/08/2010	Scale Effective 01/08/2011	**Scale Effective 01/08/2012**
16	£77,064	£80,918	£81,323	£81,649	£81,799	**£82,617**
15	£74,820	£78,561	£78,954	£79,270	£79,420	**£80,215**
14	£72,641	£76,274	£76,656	£76,963	£77,113	**£77,885**
13	£70,525	£74,052	£74,423	£74,721	£74,871	**£75,620**
12	£68,470	£71,894	£72,254	£72,544	£72,694	**£73,421**
11	£66,475	£69,799	£70,148	£70,429	£70,579	**£71,285**
10	£64,539	£67,766	£68,105	£68,378	£68,528	**£69,214**
9	£62,660	£65,793	£66,122	£66,387	£66,537	**£67,203**
8	£60,835	£63,877	£64,197	£64,454	£64,604	**£65,251**
7	£59,063	£62,017	£62,328	£62,578	£62,728	**£63,356**
6	£57,343	£60,211	£60,513	£60,756	£60,906	**£61,516**
5	£55,672	£58,456	£58,749	£58,984	£59,134	**£59,726**
4	£54,050	£56,753	£57,037	£57,266	£57,416	**£57,991**
3	£52,476	£55,100	£55,376	£55,598	£55,748	**£56,306**
2	£50,949	£53,497	£53,765	£53,981	£54,131	**£54,673**
1	£49,464	£51,938	£52,198	£52,407	£52,557	**£53,083**

ii) **Band 2 - Discretionary Range**

A non-incremental range extending from £82,845 p.a. to £106,651 p.a (at 01/08/12 rates).
Salaries within this band will be paid at the discretion of the Vice-Chancellor and reported to the Remuneration Committee. Entry into, and movement within, this band will be based on the criteria of performance **and/or** the prevailing external market conditions for retention or recruitment purposes.

	01/05/2008	01/10/2008	01/08/2009	01/08/2010	01/08/2011	**01/08/2012**
Min	£77,277	£81,141	£81,547.0	£81,874	£82,024	**£82,845**
Max	£99,524	£104,501	£105,024	£105,445	£105,595	**£106,651**

iii) **<u>Band 3 - Exceptional Range</u>**

A non-incremental range commencing at £107,903 p.a.(at 01/08/12 rates).

Entry into, or movement within this range will be on the basis of exceptional performance and contribution, combined with exceptional market pay conditions. Salary within this range will be awarded by the Remuneration Committee on the recommendation of the Vice-Chancellor.

	01/05/2008	01/10/2008	01/08/2009	01/08/2010	01/08/2011	**01/08/2012**
Min	£100,694	£105,729	£106,258	£106,684	£106,834	**£107,903**

2) Appointments can be made within any band, subject to the condition that if the commencing or promotion salary exceeds the maximum of Band 2 – the Discretionary Range, the Remuneration Committee must be consulted.

10 December 2012
(HR/COV/CP)
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