APPENDIX 6

Illustrative seven-grade structure using the national single pay spine and showing HERA point ranges

(Salaries at 1 August 2003)

Point on scale	Salary	1	2	3	4	5	6a	6b	7a	7b	Indicative fit of current grades subject to 'matching'/point scoring	See notes
									501 and above *	501 and above		
90	£96,907								*			
89	£94,084								*			
88	£91,344								*	SP6*		
87	£88,683								*			
86	£86,100								*			
85	£83,592								*	SP5*		
84	£81,158								*			
83	£78,794								*	SP4*	Grade 7b:	Grade 7b:
82	£76,499								*		Professor	Point 1-6
81	£74,271								*			
80	£72,108								*	SP3*		and SP1-6
79	£70,007								*			
78	£67,968								*			
77	£65,989								*		Grade 7a:	Grade 7a:
76	£64,067								*	SP2*	Director	See notes
75	£62,201								*		Director of Research	Point 5-8
74	£60,389								*		Deputy Librarian	Point 5-8
73	£58,630								*	SP1*	Prin. Assistant Registrary	Point 5-8
72	£56,922								*		Prin. Computer Officer	Point 5-8
71	£55,264								*		Snr. Under Librarian	Point 1-4
70	£53,655										Snr. Assistant Registrary	Point 1-4
69	£52,092								8*	6	Senior Computer Officer	Point 1-4
68	£50,575								7*	5		
67	£49,102								6*	4	Grade 6b:	Grade 6b:
66	£47,672								5	3	Reader	Point 11-15
65	£46,283						451 - 500	451 - 500	4*	2	Univ. Senior Lecturer	Point 7-13
64	£44,935						15*	15	3*	1	University Lecturer	Point 1-9
63	£43,626						14*	14	2*			
62	£42,356						13*	13	1		Grade 6a:	
61	£41,122						12*	12			Computer Officer Grade I	
60	£39,924						11*	11			Dep. Secretary A and B	
59	£38,761						10*	10			Under Librarian	
58	£37,632						9				Keeper: Fitz Museum	
57	£36,536						8				Senior Technical Officer	
56	£35,472						7				Assistant Registrary	
55	£34,439						6				Asst. Dir. of Research	
54	£33,436						5				Senior Research Associate	
53	£32,462					351 - 450	4					
52	£31,517					16*	3				Grade 5:	
51	£30,599					15*	2				Dep. Secretary C and C*	
50	£29,707					14*	1				Asst Under Librarian	
49	£28,842					13*					Asst Keeper: Fitz Museum	
48	£28,002					12*					T7	
47	£27,186					11					T8	
46	£26,395					10					Computer Officer Grade II and III	
45	£25,626					9					Admin Officer Grade 1	
44	£24,879					8					T6	
43	£24,155					7					Admin Officer Grade 2	
42	£23,451					6					Research Associate	
41	£22,768					5					CS6	
40	£22,105				301 - 350	4					Technical Officer	
39	£21,461				11*	3						
38	£20,836				10*	2					Grade 4:	
37	£20,229				9*	1					Computer Officer Grade IV	
36	£19,640				8*						Assistant Library Officer	
35	£19,068				7						T5	
34	£18,513				6						CS5	
33	£17,973				5						T4	
32	£17,450			241 - 300	4						Research Assistant	
31	£16,942			7*	3							
30	£16,448			6*	2						Grade 3:	
29	£15,969			5*	1						Lector	
28	£15,504		201 - 240	4							CS4	
27	£15,052		8*	3							M4	
26	£14,614		7*	2								
25	£14,188		6*	1							Grade 2:	
24	£13,775		5								T3	
23	£13,374	150 - 200	4								CS3	
22	£12,984	15*	3								M3	
21	£12,606	14*	2								T1	
20	£12,239	13*	1								T2	
19	£11,883	12*										
18	£11,536	11									Grade 1:	
17	£11,200	10									CS2	
16	£10,874	9									M1	
15	£10,558	8									M2	
13	£10,250	7										
12	£9,951	6										
11	£9,661	5										
10	£9,380	4										
9	£9,107	3										
8	£8,842	2										
7	£8,584	1										
6	£8,334											
5	£8,091											
4	£7,856											
3	£7,627											
2	£7,405											
1	£7,189											

Notes to Appendix 6

All grades
    Points on any grade marked as * indicate progression to that point is based on contribution. HERA point range shown above each grade.

Grade 1   Although the spine begins at the level of the national minimum wage for young workers, the first point on the grade is equivalent to the national minimum wage.
    Appointments in practice would be from point 8 on the grade, giving an effective grade of four points where progression is based on service, and a further four points where progression is based on contribution. The majority of roles currently graded at CS2, M1, and M2 would fit this grade.
    Note 1:
    The minimum wage is a legal right which covers almost all workers in the UK. It became law on 1 April 1999. On 1 October 2003 the main rate of the minimum wage was raised to £4.50 an hour. The main rate applies from a worker's 22nd birthday. On 1 October 2003 the youth rate of the minimum wage for workers aged 18–21 (inclusive) was raised to £3.80 an hour. If you take on a new worker aged 22 or over and you are providing accredited training, you will have to pay them from 1 October 2003 at least £3.80 an hour for the first six months.

Grade 2   The majority of roles currently graded at CS3, T3, and M3 would fit this grade, which would have five points where progression was based on service and a further three points where progression was based on contribution.

Grade 3   The majority of roles currently graded at CS4 and M4 would fit this grade, which would have four points where progression was based on service and a further three points where progression was based on contribution.

Grade 4   The majority of roles currently graded at CS5, T4, and T5 would fit this grade which would have seven points where progression was based on service and a further four points where progression was based on contribution. Using HERA there is little differentiation in job size between T4 and T5.

    These three grades currently account for 1,000 staff.

Grade 5   This grade is the first point in the new structure where grades for officers and assistant staff meet and is potentially one of the most problematical of the new grades. It is likely to encompass Administrative Officers, Technical Grades 6, 7, and 8, CS6, Research Associates, and some Computer Officers.
    It is necessarily long in order to ensure a best fit with existing grades. Progression is split approximately between two-thirds service and one-third contribution.

Grade 6   This grade would cover the current grades of University Lecturer, University Senior Lecturer, and Reader and the academic-related grade of Assistant Registrary. The grade is subdivided to reflect different progression arrangements for academic-related (6a) and academic (6b) staff.

Grade 6a   Progression for academic-related staff would be by contribution beyond the current service maximum of the Assistant Registrary grade (currently £37,187).

Grade 6b   Progression for academic staff would be via the annual promotions exercise, as would progression to Grade 7b, the professorial grade.
    The University Lecturer scale would be from point 1 to 9 on Grade 6b, University Senior Lecturer from point 7 to 13, and Reader from 11 to 15.
    The beginning of the range for University Senior Lecturer and Reader are shown on the grade as solid lines with the range for University Lecturer shaded with a diagonal line. The top of the University Senior Lecturer range and University Lecturer range are shown on the grade by a broken line.
    The bottom of the current scale for University Lecturers would be uplifted by approximately 6 points on the current scales but only a small proportion of staff are on these points.

Grade 7   This grade would cover the most senior academic-related grades and Professors. The grade is subdivided to reflect different progression arrangements for academic-related (7a) and academic (7b) staff.

Grade 7a   For academic-related staff it is proposed that there are two gateways within the grade at which the post would have to meet a minimum size as measured through HERA. The gateways would be set in HERA points at 530 and 560 points respectively and are shown on the grade by solid lines. The current grade of Senior Assistant Registrary would be likely to fall in the first part of the grade and Principal Assistant Registrary in the mid range.
    For academic-related staff above 560 points the HERA methodology would determine the salary range. All progression would be based on contribution.

Grade 7b   This grade would cover the professorial range beginning above the equivalent of the national minimum and going up to the standard professorial stipend. Progression within the professorial range would be based on service up to point 6 on the grade. Above point 6 on the grade progression would be to six set points which are equivalent to the first, second, third, and fourth supplementary payments and proposed fifth and sixth. These steps are shown on the grade as SP (supplementary payment) 1 to 6.