

Non-clinical academic and related staff spine

Spine point	Salary at 1 Aug 2010	Salary at 1 Aug 2011	Grade 6	Grade 7	Grade 8	Grade 9
22	£23,661	£23,811	<i>not used</i>			
23	£24,370	£24,520				
24	£25,101	£25,251				
25	£25,854	£26,004	<i>not used</i>			
26	£26,629	£26,779				
27	£27,428	£27,578				
28	£28,251	£28,401		<i>not used</i>		
29	£29,099	£29,249				
30	£29,972	£30,122				
31	£30,870	£31,020		<i>not used</i>		
32	£31,798	£31,948		<i>not used</i>		
33	£32,751	£32,901				
34	£33,734	£33,884		<i>not used</i>		
35	£34,745	£34,895		<i>not used</i>		
36	£35,788	£35,938				
37	£36,862	£37,012				
38	£37,990	£38,140				
39	£39,107	£39,257				
40	£40,280	£40,430			<i>not used</i>	
41	£41,489	£41,639				
42	£42,733	£42,883			<i>not used</i>	
43	£44,016	£44,166				
44	£45,336	£45,486				
45	£46,696	£46,846				<i>not used</i>
46	£48,096	£48,246				
47	£49,539	£49,689				
48	£51,025	£51,175				
49	£52,556	£52,706				
50	£54,133	£54,283				
51	£55,758	£55,908				
**52	£57,430	£57,580				
**53	£59,154	£59,304				
**54	£60,928	£61,078				
**55	£62,756	£62,906				
**56	£64,639	£64,789				
**57	£66,578	£66,728				
**58	£68,575	£68,725				

Explanatory Notes

- The salary spine is agreed nationally. The grades shown against the salary spine above have been agreed locally with the University and College Union in accordance with the national Framework Agreement and Memorandum of Understanding.
- The points on the scale used in this University's grades are shaded in the table above. The grades do not use all the consecutive points available on the nationally agreed salary spine and the points not used are marked as "*not used*".
- The bold line in each grade marks the "**contribution threshold**". The starting salary on appointment is normally on a salary point up to the contribution threshold.
- Salaries normally progress by an increment each year until the contribution threshold is reached. This progression depends partly on length of service in the grade and partly on the assessment of contribution. Award of increments (contribution points) above the threshold is dependent on exceptional performance, as defined by the University. For further information: <https://www.intranet.bham.ac.uk/hr/payandreward/jobclass.shtml>.

The pay scales are included in the Birmingham agreement on the implementation of the national Framework Agreement for the modernisation of pay arrangements (next page). The aforementioned Birmingham agreement was implemented on 1 January 2006, includes job evaluation, and is incorporated into the terms and conditions of appointment of academic and academic-related members of staff.

**Increment points added with effect from 1 July 2008

Implementation of the national Framework Agreement for the modernisation of pay arrangements

1.0 Preamble

The University wishes to implement the national Framework Agreement in accordance with the Memorandum of Understanding in partnership with BAUT recognising that it offers greater transparency of pay arrangements than hitherto. In addition, the University recognises that staff play a vital contribution in the continuing success of the University. Jointly, the University and BAUT acknowledge:

- The need to ensure equal pay for work of equal value
- The need to ensure fairness, transparency and consistency of approach in relation to reward
- That the University wishes to recruit, retain and motivate staff in an increasingly competitive labour market
- The need to recognise and reward personal contribution

2.0 Job evaluation

2.1 The University and BAUT commit to using a job family framework approach to the evaluation of posts at the University, underpinned by the Hay job evaluation methodology, recognising that the job family approach allows roles to be evaluated in size relative to one another in a quick, simple and transparent manner. They further recognise that they have developed such job family frameworks in partnership together and these are appended at Annex A to this Agreement.

3.0 Pay scales

3.1 The University will introduce a new pay structure, based on the 51 point salary spine laid out in the national Framework Agreement, with effect from 1 January 2006. This structure is shown at Annex B to this Agreement and both parties believe it will allow real and future progression opportunities for staff based on current and future contribution.

4.0 Assimilation

4.1 The parties recognise the need for transparent processes for assimilation of staff from the existing pay structures to the new ones and, to this end, have agreed an assimilation process which is appended at Annex C to this Agreement. Recognising also that staff may – for a variety of reasons – wish to test the grade or level to which it is proposed that their post be assimilated, the parties have also agreed an appeal process in relation to this assimilation exercise, which is shown at Annex D to this Agreement.

5.0 Pay protection

5.1 The parties recognise that the Framework Agreement sets out guidelines in relation to protection for those staff whose posts are not assimilated to a level which offers the same or better rates of pay. Acknowledging that should this happen, that the University will firstly try to enrich or develop the job of the individual in consultation with them, the parties have agreed that any protection of salary will be on a 'frozen salary' basis with no incremental or cost of living rise for a period of up to four years. The salary will remain frozen until the highest point below the contribution threshold becomes equivalent to or greater than the frozen salary, at which point the salary paid to the individual will become the point immediately below the contribution threshold. However, if the frozen salary is still above the contribution threshold for the grade/level four years after being frozen, it will be reduced at that stage to the salary point immediately below the contribution threshold of the relevant grade. These pay protection arrangements apply only to staff who are red-circled under the terms of this Agreement relating to the implementation of the Framework Agreement (including any staff red-circled under paragraph 5.2 below)

5.2 It is recognised that using a 'light touch' allocation process as set out in Annexes E and F of this Agreement may result in some staff being allocated and assimilated to a level/grade other than that which is appropriate to their role. Should this occur and not be identified under the processes outlined in Annex E and F and in paragraph 5.1 above, the University may review the grading of this post should it be used as a comparator by any other member of staff who seeks to demonstrate that the grading/band/level of their post is analogous to this one. If such a review concludes the existing level/grade is too high, the role should be enriched, if possible, to the extent that the Job Family level (grade) is increased. If this does not prove possible, the grading of the post may be revised, with advice and support from Personnel Services, taking account of the contractual issues. In such circumstances, the role-holder will be granted pay protection and the opportunity to appeal, in line with paragraph 5.1.

6.0 Progression

6.1 The University acknowledges that the production and use of the Job Family Frameworks requires that the promotion criteria for academic staff will need to be reviewed. It undertakes to do that by the beginning of the promotion round 2006-07, consulting BAUT in the process.

6.2 In relation to staff covered by the Management and/or Specialist Job Family Frameworks, the parties recognise that the existing Annual Review processes give a regular opportunity for Heads of Budget Centre to review the appropriateness of the grades/bands/levels to which posts are assigned (for example, roles on level 6 in the Job Family Frameworks, where appropriate). In addition, they recognise that this gives a regular opportunity for staff who feel that their post could be assigned to a higher grade/band/level to ask for this to be reviewed, based on an agreed job description. This will continue, but will not prevent any member of staff to ask for the grade/band/level of their post to be reviewed at any other time during the year. The allocation process of this Agreement does not cover subsequent gradings or regrading of roles to any other level. A Head of Budget Centre should justify any request to review the level/grade of a vacant role or to propose a level/grade for a new role by referring to the relevant Job Family Framework. If a Head of Budget Centre considers that an occupied role may have changed to the extent where the level/grade is too high, they should contact Personnel Services for advice. The Head of Budget Centre should then review, in consultation with the individual and with advice from Personnel, the scope for job enrichment to increase the responsibilities of the role such that the Job Family level (grade) is increased. If this does not prove possible, further advice should be sought from Personnel Services on the appropriate way forward, given the contractual implications.

6.4 The University acknowledges the need to provide structured career development for staff, in particular in the early stages of their career (for example, roles on level 6 in the Job Family Frameworks, where appropriate). To this end the University will ensure that training and development opportunities are available for staff, including structured training and development plans, where appropriate. The University will review research focused roles on level 6 of the Academic Job Family Framework after a training and development period of up to 3 years, if the role-holder obtains a PhD (or equivalent) whilst in post. The review will determine whether the role has developed to the point where upon re-evaluation it is established to have become level 7. The University will encourage grant applicants to submit staff costs consistent with the above principles.

7.0 Review

7.1 The University recognises that the processes agreed under the Framework Agreement represent a significant shift in the internal processes of the University. In order to ensure that the interests of the University and its staff are preserved, the University undertakes to review with the BAUT the Academic, Specialist and Managerial/Administrative Job Family Frameworks with regard to fairness, efficiency and suitability for the needs of the University with a view to reaching agreement on appropriate future arrangements for the University of Birmingham, where appropriate. An interim review will be conducted two years from the date of the implementation of this Agreement and reviews will be repeated periodically thereafter.

8.0 Conclusions

8.1 The University and BAUT believe this Agreement is fair, positive and forward looking. It will benefit staff in a number of ways, including

- Through more transparent and robust reward structures;
- Through increased salaries and prospects at the time of assimilation to the new spine;
- Through greater opportunities to reward contribution and role development

The Agreement will be implemented with effect from 1 January 2006.

Signed on behalf of BAUT

.....Dr A P White, BAUT
.....Dr S Higgs, BAUT

Signed on behalf of the University

.....Professor G E Petts, Pro-Vice-Chancellor
.....Dr J W Nicholls, Registrar and Secretary
.....Ms J Usherwood, Director, Personnel Services

Date: 29 September 2005

The annexes to this agreement are available at <https://www.intranet.bham.ac.uk/hr/payandreward/jobclass.shtml>