The Remuneration Committee of Council has approved the framework for discretionary pay awards for the Professoriate\(^1\). At grade 10, salaries are individually negotiated, subject to a minimum pay level which is currently £58,655 per annum. No incremental scale applies to grade 10, unlike the standard grades (grades 1 – 9).

The pay review procedure is designed to reward exceptional performance that is felt by the University to merit an appropriate financial award. The term *exceptional performance* denotes a level of performance that goes *significantly beyond* that which would normally be expected from a member of the professoriate.

Applications for professorial pay awards must be submitted to Heads of Schools using the relevant application form by the end of October each year. The evidence set out in the applications will be assessed by the Heads of School and those applications which are approved will be reviewed with the Deputy Vice Chancellor and the Director of Human Resources at a moderating meeting and put forward for awards. Heads of School will rank all awards and take the application forms and spreadsheet to the Moderating Meeting with the DVC and Director HR to discuss awards and rankings.

In order to help ensure a consistent, robust and fair process of issuing pay awards, and also recognising that the Professoriate comprises a wide range of experience and academic standing, from those newly appointed to a professorship to those of world renown, the *notion* of bands ranges has been developed to help *guide* recommendations for pay awards. These are set out at Appendix 1. Please note that pay awards may take the form of either a consolidated award (i.e. an increase in salary in recognition of the potential for future *sustained* contribution), or a non-consolidated award (i.e. a one-off lump sum payment in recognition of punctual high-performance).

HR will update UEG/Remuneration Committee and awards will be paid in the January payroll each year. Consolidated awards will be effective from October 01st. HR will confirm all awards to staff members in writing.

There is no right of appeal against a decision not to grant a pay award but an individual may request feedback on the decision made.

Any award should be funded from the School budget. If awards to staff members who are funded by an external body are not met by that body, the cost will be met by the School.

Although the professorial pay review programme will be driven primarily through self-nomination, Heads of School will pro-actively work to encourage *all* high-performing members of the Professoriate, unless newly appointed/promoted, to put themselves forward for consideration for pay awards.

The Remuneration Committee will review reports provided by Human Resources on equality statistics and costs in relation to the award programme results.

Sheila Gupta

Director of Human Resources

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\(^1\) Excludes professors on clinical academic contracts who are subject to a separate, national pay scale and process.
### Appendix 1

**Indicative Professorial Bands and Salary Ranges**

<table>
<thead>
<tr>
<th>Band and Award</th>
<th>Salary Range</th>
<th>Indicative Performance Criteria (over and above appointment criteria)</th>
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<tbody>
<tr>
<td>Band A</td>
<td>£80,000 +</td>
<td><strong>Research</strong>&lt;br&gt;Highly prestigious academic publications&lt;br&gt;Award of research prizes of international distinction&lt;br&gt;Leadership of a major research team with significant external recognition through funding&lt;br&gt;Major cluster of research students with sustained track record of successful supervision&lt;br&gt;Track record of major research funding, including platform/major grants&lt;br&gt;Invitations to chair grant awarding bodies or major panels&lt;br&gt;<strong>Teaching and Learning</strong>&lt;br&gt;Evidence of sustained, excellent student feedback&lt;br&gt;Design, delivery and assessment of high quality, sustainable programmes&lt;br&gt;Proven innovative teaching practice, typically adopted as best practice by others outside the institution at national level and some international recognition&lt;br&gt;Leading curriculum development teams, including cross-disciplinary initiatives and/or working with partners with demonstrated improvements to the student experience and/or recruitment / retention/employability&lt;br&gt;Consistent involvement in external examining at research-intensive universities&lt;br&gt;Books or articles on pedagogy&lt;br&gt;Publication of a highly regarded HE text book&lt;br&gt;Development of educational software &lt;br&gt;<strong>Enterprise</strong>&lt;br&gt;Transfer of intellectual property into the wider economy&lt;br&gt;Nationally acclaimed enrichment of wider culture through creativity in the humanities&lt;br&gt;Leadership of a major knowledge exchange activity conferring significant financial benefit to the university&lt;br&gt;Exceptional contribution to the development of business and community links which bring tangible benefits to the University&lt;br&gt;<strong>Leadership and Service</strong>&lt;br&gt;Major leadership role within the University, creating significant performance improvement&lt;br&gt;Development, mentoring and career management of staff and research students&lt;br&gt;Enhancing international standing of the School and University&lt;br&gt;Membership of national academic policy-making bodies&lt;br&gt;Editorship of academic publications&lt;br&gt;External and visiting appointments at prestigious universities&lt;br&gt;Invitations to deliver distinguished named lectures or lecture series&lt;br&gt;Elected to key posts in learned societies&lt;br&gt;Invited as external assessor in professorial appointment panels at research-intensive universities</td>
</tr>
<tr>
<td>Band and Award</td>
<td>Salary Range</td>
<td>Indicative Performance Criteria (over and above appointment criteria)</td>
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| **Band B**     | £66,000 - £79,999 | **Research**<br>Prestigious academic publications<br>Award of research prizes of national distinction<br>Collaboration with other organisations<br>Supervision of research students<br>A year-on-year flow of research funding with notable awards in terms of size or scope  
**Teaching and Learning**<br>Evidence of sustained, excellent student feedback<br>Design, delivery and assessment of high quality, sustainable programmes<br>Proven innovative teaching practice, typically adopted as best practice within the institution and some national recognition as best practice<br>Leading curriculum development teams, including cross-disciplinary initiatives and/or working with partners with demonstrated improvements to the student experience and/or recruitment / retention/employability<br>Consistent involvement in external examining at research-intensive universities<br>Books or articles on pedagogy<br>Publication of a highly regarded HE text book<br>Development of educational software  
**Enterprise**<br>Transfer of intellectual property into the wider economy<br>Enrichment of wider culture through creativity in the humanities<br>Contribution to the development of business and community links which bring tangible benefits to the University  
**Leadership and Service**<br>Leadership role within the University, creating significant performance improvement<br>Development, mentoring and career management of staff and research students<br>Enhancing international standing of the School and University<br>Membership of national academic policy-making bodies<br>Editorship of academic publications<br>External and visiting appointments<br>Invitations from grant awarding bodies to act as reviewer<br>Invited as external assessor in professorial appointment panels at research intensive universities |
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<tr>
<th>Band and Award</th>
<th>Salary Range</th>
<th>Indicative Performance Criteria</th>
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</table>
| Band C
  Normally newly appointed | £57,674 - £65,999     | **Research**
  Peer reviewed publications and increasingly prestigious academic publications
  Invitations to address international conferences
  Collaboration with external organisations
  Supervision of research students
  A year-on-year flow of research funding

**Teaching and Learning**
Evidence of sustained, excellent student feedback
Design, delivery and assessment of high quality, sustainable programmes
Innovative teaching practice
Leading curriculum development teams
Consistent involvement in external examining
Books or articles on pedagogy
Development of educational software

**Enterprise**
Transfer of intellectual property into the wider economy
Enrichment of wider culture through creativity in the humanities
Contribution to the development of business and community links which bring tangible benefits to the University

**Leadership and Service**
Active participation in University, creating significant performance improvement
Development, mentoring and career management of staff and research students
Enhancing international standing of the School
Advancement of discipline by distinctive contribution to intellectual leadership, professional, clinical or vocational practice
Membership of an RCUK peer review college