

SENIOR STAFF PAY STRUCTURE AT 1 AUGUST 2023

| Grade S1 | | Grade S2 | | Grade S3 | | Grade S4 | | Grade S5 | | Grade S6 | | Grade S7 |
|----------|--------|----------|--------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| 4 | 76,923 | 4 | 87,798 | 4 | 100,972 | 4 | 116,380 | 4 | 149,188 | | 175,162 | 294,578 |
| 3 | 73,249 | 3 | 83,417 | 3 | 95,930 | 3 | 110,571 | 3 | 135,642 | | ↑ | |
| 2 | 68,857 | 2 | 79,036 | 2 | 90,891 | 2 | 104,759 | 2 | 125,483 | | 135,395 | |
| 1 | 66,857 | 1 | 74,657 | 1 | 85,852 | 1 | 98,949 | 1 | 115,321 | | | |

Pay progression criteria

- Pay point 1 - Entry point; all new entrants would be expected to start on this point.
- Pay point 2 - Job holder fully satisfies all job requirements; all job holders would be expected to progress to this point; normally achieved in one to three years. Progression to this point is determined by line manager.
- Pay point 3 - Job holder exceeds normal requirements for role and contributes beyond role boundaries; some job holders may progress to this point although not normally with less than three to five year in the role. Progression to this point is by line manager's recommendation to Vice Chancellor.
- Pay point 4 - Job holder exceeds all role requirements, and makes an exceptional contribution to the University's agenda; few job holders are likely to progress to this point and not normally with less than five years in the role. Progression to this point is by line manager's recommendation to Vice Chancellor.

For all levels of pay progression the job holder must also demonstrate the leadership behaviours.

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