

University of Worcester Senior Staff pay scale 1.8.19

Point	SD	SC	SB	SA
1	£60,906			
2	£62,732			
3	£64,616			
4	£66,553			
5	£68,549	£68,549		
6		£70,605		
7		£72,723		
8		£74,906		
9		£77,153		
10		£79,468		
11		£81,851	£81,851	
12			£84,308	
13			£86,837	
14			£89,442	
15			£92,124	
16			£94,889	
17			£97,735	£97,735
18				£100,668
19				£103,686
20				£106,797
21				£110,002

The University of Worcester Senior Staff Pay Scale is underpinned and governed by principles agreed by the Remunerations Committee of the Board of Governors in October 2014. The principles of the proposed framework and the resulting pay scale are:

1. The pay bands reflect the difference in job size and scope; each pay band includes between five to seven increments.
2. The Senior Staff Pay Scale is reviewed on an annual basis by the Vice Chancellor, within the framework established by the Governors, with reference to other salary settlements in the sector and relevant salary benchmark data. (Please note that staff appointed to the Senior Staff Pay Scale are not represented in the annual national pay negotiations between UCEA and recognised trade unions.)
3. Incremental progression through the pay scale is not automatic; it is linked to individual performance and considered with reference to the outcome of the annual appraisal process. Progression is determined through an application to the Senior Staff Reward Scheme. Details of the scheme and the application process are shared with eligible staff at the time that applications are invited.
4. Movement to a higher salary band will be considered only where there is evidence to confirm that size and the scope of the role has increased.
5. Annual leave is 31 days (pro rata for part time). The holiday year commences 1st September. In addition to the normal English public holidays there are three days when the University closes. Research and Scholarly Activity leave is not included in the Senior Staff Pay Scale contract of employment.