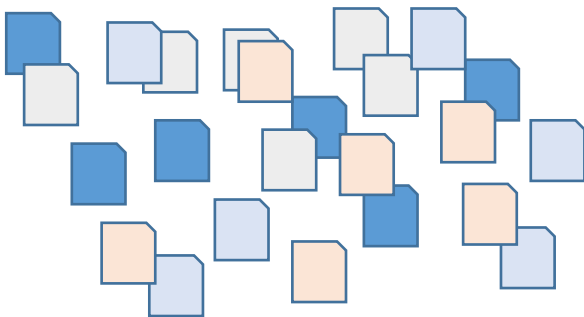




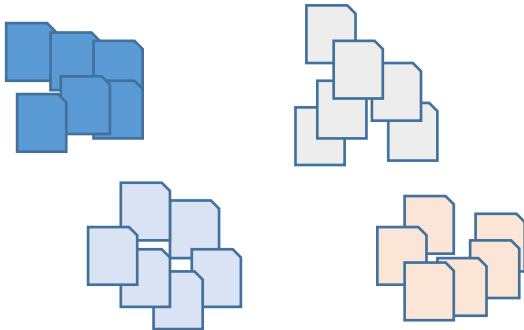
The University has implemented the Hay Job Family and Role Profile methodology as the basis of its pay and grading framework.

The key principles of this structure are as follows:

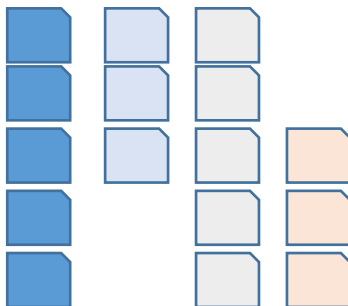
Identify all jobs that are to be covered by the University pay and grading methodology



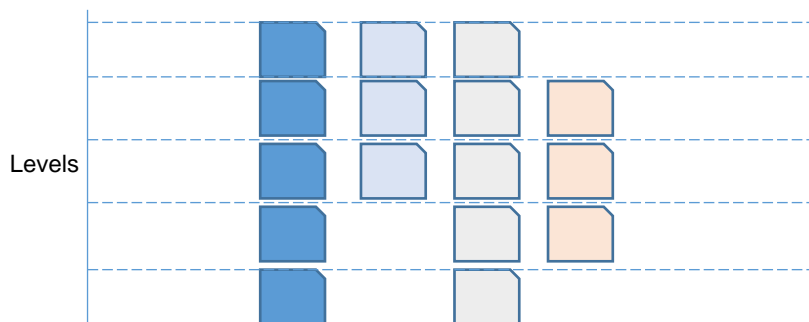
Group Jobs into like areas of activity (Job Families)



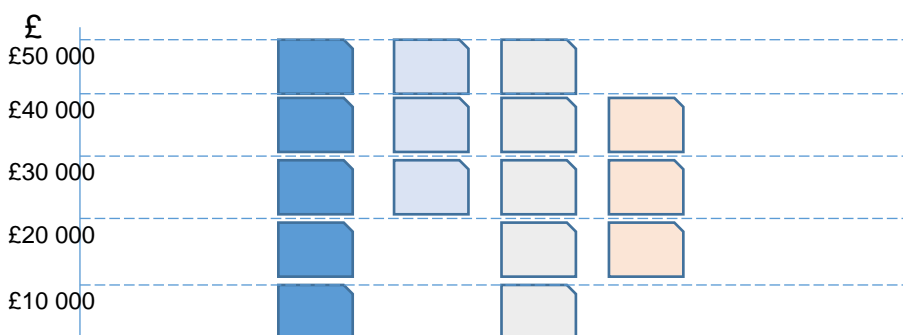
Identify levels of work within each family



Develop an evaluation framework



Develop and apply a salary policy

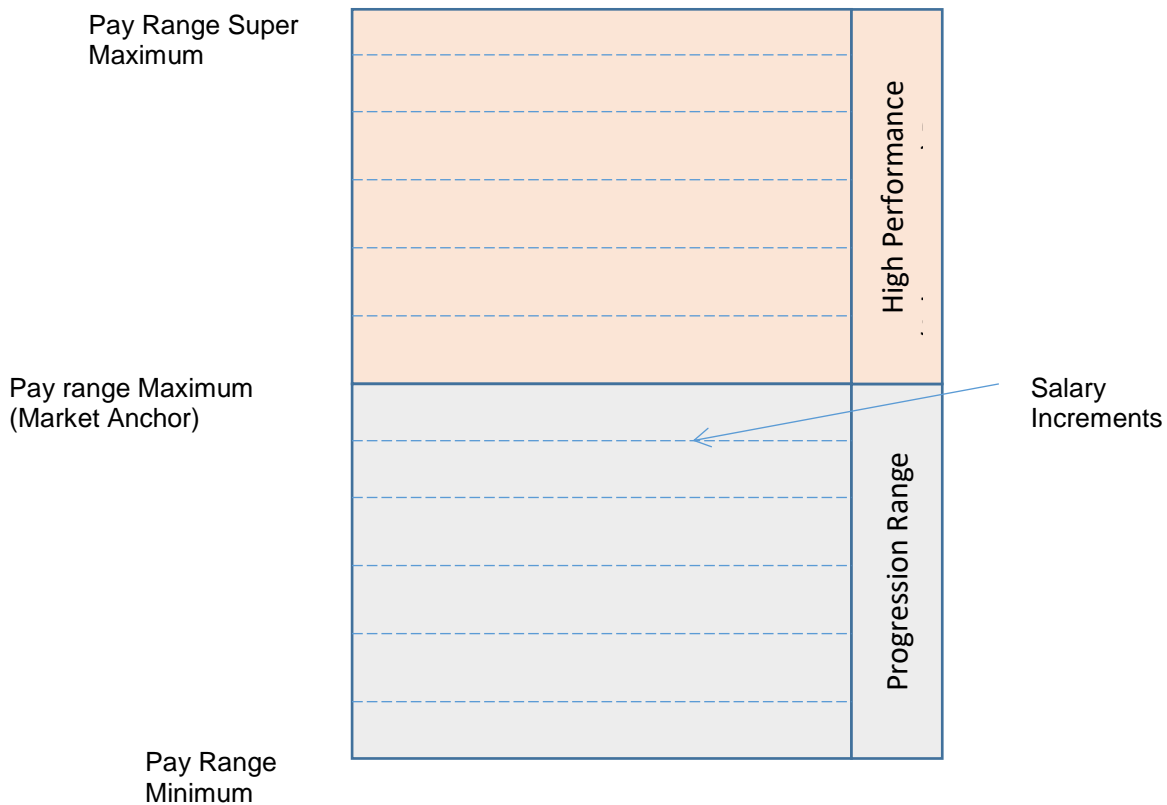


As a result of applying the Hay methodology, the University of Nottingham has developed:

- A seven level grade structure
- A series of Job Families including:
 - Research and Teaching
 - Administrative, Professional and Managerial
 - Technical Services
 - Operations and Facilities
 - Child Care Services
- The six level grade structure is assimilated to the national HE pay framework using market data for roles within and outside the HE Sector.

This pay assimilation step has enabled the University to create appropriate salary scales for each job level that are appropriate to the market. This enables the University to attract and retain the right calibre of staff whilst managing the level of affordability for the University.

Research and Teaching, Administrative, Professional and Managerial, Technical Services, Child Care Services salary bands are constructed in the following way (see Operations and Facilities Job Family salary review procedure) for details on the pay and progression structure for the O&F Job family).



Note: the length of the pay ranges and number of increments may differ between different Job levels.

The general principle of the salary ranges depicted above is:

- New entrants to the University would be recruited at the bottom or towards the lower end of the Progression Range.
- Over time, staff would move towards the pay range maximum (Market Anchor) which reflects the position of a fully competent and experienced performer within the University.
- Recognition beyond the pay range maximum (Market Anchor) will be through continued and consistent contribution, which is regularly above the performance expectations of the role, applied for via the Nottingham Reward Scheme.

Pay Progression

Pay progression is based on four factors:

- The outcome from the annual review of salary, often referred to as the cost of living salary adjustment.
- Individual performance via the Nottingham Reward Scheme.
- Relative position of the role holder within the salary band.
- Affordability.