

Treatment of Staff, currently on ALC/OR2 and RA1A, in Grade 6.

The University and LAUT recognise that the grade 6 maximum salary is lower than the current grade maximum of ALC/OR2 and RA1A.

Depending on the job evaluation results, it is possible that some roles in the above grades may be assigned to new grade 6. If the job evaluation results allocate grade 6, there are two possible categories who will be affected in different ways:

1. Staff on ALC2, OR2 and RA1A who are on spinal point 11 or above as at 1 August 2006. These staff will be red circled and have access to the agreed salary protection and development arrangements.
2. Staff on ALC2/OR2 (current spinal points 7, 8, 9 and 10) or RA1A (on current spinal points 4, 5, 6, 7, 8, 9 and 10) as at 1 August 2006.

The expectation is that staff in grades ALC1-2 and RA1A expand their knowledge, skills and experience as they progress to the grade maximum, thus enabling them to fulfil the requirements of a grade 7 profile.

Therefore the University will apply the following approach:

- Early discussions will take place with line managers to identify how the role will develop into a grade 7 profile with reference to the HERA principles. Line managers will receive assistance in drawing up role development and personal development plans for the staff involved.
- When staff approach the contribution threshold of grade 6, the head of department will be asked to confirm that the individual is fulfilling (or is about to) the revised role profile for grade 7. If this is confirmed, with reference to the HERA principles, the individual will move to grade 7,
- If the grade 7 role profile is not being, or likely to be, fulfilled the individual will remain within grade 6 until such time as an appropriate grade 7 profile is being performed. Progress toward this will be reviewed annually.

This treatment only applies to existing staff on ALC2/OR2/RA1A as at 1 August 2006.

15 March 2006

