

Support Staff Spine

Spinal Point	Aug-14 Annual	Aug-14 Hourly	Aug-15 Annual	Aug-15 Hourly	UNIVERSITY OF BIRMINGHAM						
	2.0%	2.0%	1% from point 18	1% from point 18							
8											
9					Band 100						
10	£14,320	£7,650	£14,695	£7,850	1	Band 200					
11	£14,449	£7,720	£14,795	£7,900	2	1					
12	£14,576	£7,786	£14,896	£7,958	not used	2					
13	£14,767	£7,889	£15,063	£8,046	3	3					
14	£14,960	£7,992	£15,230	£8,136		not used					
15	£15,155	£8,095	£15,397	£8,225		4					
16	£15,287	£8,166	£15,501	£8,281		not used					
17	£15,489	£8,274	£15,675	£8,374		5					
18	£15,694	£8,384	£15,851	£8,468		not used	Band 300				
19	£15,902	£8,494	£16,061	£8,579		6	1				
20	£16,112	£8,607	£16,273	£8,693		not used	2				
21	£16,324	£8,720	£16,488	£8,807		7	3				
22	£16,541	£8,836	£16,706	£8,924		not used	4				
23	£16,763	£8,954	£16,930	£9,044		8	5				
24	£16,983	£9,072	£17,153	£9,163			6				
25	£17,212	£9,194	£17,384	£9,286		not used					
26	£17,440	£9,316	£17,615	£9,410		7					
27	£17,674	£9,441	£17,851	£9,536		not used					
28	£17,911	£9,568	£18,091	£9,664		8					
29	£18,152	£9,697	£18,334	£9,794		not used	Band 400				
30	£18,405	£9,832	£18,589	£9,930		9	1				
31	£18,664	£9,970	£18,850	£10,070		not used	2				
32	£18,923	£10,109	£19,112	£10,210		10	3				
33	£19,189	£10,250	£19,381	£10,353			4				
34	£19,460	£10,395	£19,654	£10,499			5				
35	£19,731	£10,540	£19,928	£10,645			6				
36	£20,007	£10,688	£20,207	£10,795		not used					
37	£20,288	£10,838	£20,491	£10,946		7					
38	£20,574	£10,990	£20,779	£11,100		not used					
39	£20,860	£11,143	£21,069	£11,255		8					
40	£21,154	£11,300	£21,365	£11,413		not used	Band 500				
41	£21,452	£11,459	£21,666	£11,574		9	1				
42	£21,755	£11,621	£21,973	£11,738		not used	2				
43	£22,061	£11,785	£22,282	£11,903		10	3				
44	£22,381	£11,956	£22,605	£12,075		not used	4				
45	£22,712	£12,132	£22,939	£12,254		11	5				
46	£23,045	£12,311	£23,276	£12,434			6				
47	£23,388	£12,494	£23,622	£12,619			not used				
48	£23,729	£12,676	£23,967	£12,803			7				
49	£24,082	£12,865	£24,323	£12,993			not used				
50	£24,436	£13,054	£24,681	£13,184			8				
51	£24,797	£13,246	£25,045	£13,379			not used				
52	£25,163	£13,442	£25,415	£13,576			9				
53	£25,535	£13,640	£25,790	£13,777			not used				
54	£25,910	£13,841	£26,169	£13,979			10				
55	£26,291	£14,044	£26,554	£14,185			not used				
56	£26,679	£14,252	£26,946	£14,394			11				

Salary	Paid for doing the job well
Competence increment	An increment that a member of staff normally receives each year, based partly on length of service in the grade and partly on both having gained the knowledge and skills necessary to do the job well and doing the job well. Support staff are normally only eligible to be considered for a competence increment from 1 August if they were appointed before the previous 1 December, and are not on probation at 31 May.
Contribution threshold	The salary threshold (thick black line) on each band after which the award of increments depends on performance beyond doing the job well, as defined by the University.
Contribution increment	These increments are awarded for performance beyond doing the job well, as defined by the University.
Pay award	The across the board increase the University makes to pay scales, further to discussions with the Joint Union Committee (JUC) and subject to affordability and agreement by the University.
Performance-based pay	<p>Pay (on top of the existing salary) for doing the job <i>beyond</i> well, noting the exact threshold of performance you need to meet beyond doing the job well to be considered for such a payment is defined by the University.</p> <p>The University anticipates that approximately 1 in 5 (20%) of support staff will receive a performance-based reward each year.</p> <p>Performance-based pay is extra to:</p> <ol style="list-style-type: none"> The existing salary A competence increment, if applicable Any pay award agreed <p>Performance based pay is provided as:</p> <ol style="list-style-type: none"> An additional increment (on top of a competence increment) up to the contribution threshold; and/or A "contribution" increment above the contribution threshold; and/or A lump sum one-off payment.

*Spine points 8 and 9 removed 1 August 2012

The Joint Union Committee agrees that the University as a whole should have budgetary control over the cost of a performance pay scheme, and that individual budget centres should not in most normal circumstances exceed the budget limit of 1% of their support staff pay-bill.