


### Support Staff Spine

Spinal Point	Aug-19 Annual	Aug-19 Hourly	Mar-21 Annual	Mar-21 Hourly	Aug-21 Annual	Aug-21 Hourly	Nov-21 Annual	Nov-21 Hourly	 <b>UNIVERSITY OF BIRMINGHAM</b>				
	3% from point 42	3% from point 42	1.25% (1.25% bonus paid for Aug 2020 - Feb 2021)	1.25% (1.25% bonus paid for Aug 2020 - Feb 2021)	2.50%	2.50%	VLW increase to points 17 & 18	VLW increase to points 17 & 18					
16									<b>Band 200</b>				
17	£17,665	£9.44	£17,886	£9.55	£18,333	£9.79	£18,533	£9.90	1				
18	£17,745	£9.48	£17,967	£9.60	£18,416	£9.84	£18,570	£9.92	not used				
19	£17,956	£9.59	£18,181	£9.71	£18,635	£9.95	£18,635	£9.95	2				
20	£18,161	£9.70	£18,388	£9.82	£18,847	£10.07	£18,847	£10.07	not used	<b>Band 300</b>			
21	£18,373	£9.81	£18,602	£9.94	£19,068	£10.19	£19,068	£10.19	3	1			
22	£18,507	£9.89	£18,738	£10.01	£19,207	£10.26	£19,207	£10.26	not used	2			
23	£18,742	£10.01	£18,976	£10.14	£19,450	£10.39	£19,450	£10.39	4	3			
24	£18,963	£10.13	£19,200	£10.26	£19,680	£10.51	£19,680	£10.51	not used	4			
25	£19,201	£10.26	£19,441	£10.39	£19,927	£10.64	£19,927	£10.64	5	not used			
26	£19,352	£10.34	£19,594	£10.47	£20,084	£10.73	£20,084	£10.73	not used	5			
27	£19,560	£10.45	£19,804	£10.58	£20,299	£10.84	£20,299	£10.84	6	not used			
28	£19,759	£10.56	£20,006	£10.69	£20,506	£10.95	£20,506	£10.95		6			
29	£19,997	£10.68	£20,247	£10.82	£20,753	£11.09	£20,753	£11.09		not used	<b>Band 400</b>		
30	£20,235	£10.81	£20,488	£10.94	£21,000	£11.22	£21,000	£11.22	7	1			
31	£20,502	£10.95	£20,758	£11.09	£21,277	£11.37	£21,277	£11.37	not used	2			
32	£20,759	£11.09	£21,018	£11.23	£21,543	£11.51	£21,543	£11.51	8	3			
33	£21,037	£11.24	£21,300	£11.38	£21,833	£11.66	£21,833	£11.66	not used	4			
34	£21,312	£11.38	£21,578	£11.53	£22,118	£11.82	£22,118	£11.82	9	5			
35	£21,598	£11.54	£21,868	£11.68	£22,414	£11.97	£22,414	£11.97	not used	6			
36	£21,879	£11.69	£22,152	£11.83	£22,706	£12.13	£22,706	£12.13	10	not used			
37	£22,174	£11.85	£22,451	£11.99	£23,012	£12.29	£23,012	£12.29		7			
38	£22,465	£12.00	£22,746	£12.15	£23,315	£12.45	£23,315	£12.45		not used			
39	£22,773	£12.17	£23,058	£12.32	£23,634	£12.63	£23,634	£12.63		8			
40	£23,084	£12.33	£23,372	£12.49	£23,957	£12.80	£23,957	£12.80		not used	<b>Band 500</b>		
41	£23,406	£12.50	£23,699	£12.66	£24,291	£12.98	£24,291	£12.98		9	1		
42	£23,735	£12.68	£24,032	£12.84	£24,633	£13.16	£24,633	£13.16		not used	2		
43	£24,069	£12.86	£24,370	£13.02	£24,979	£13.34	£24,979	£13.34		10	3		
44	£24,417	£13.04	£24,722	£13.21	£25,340	£13.54	£25,340	£13.54		not used	4		
45	£24,779	£13.24	£25,088	£13.40	£25,716	£13.74	£25,716	£13.74		11	5		
46	£25,143	£13.43	£25,458	£13.60	£26,094	£13.94	£26,094	£13.94		not used	6		
47	£25,517	£13.63	£25,836	£13.80	£26,482	£14.15	£26,482	£14.15		12	not used		
48	£25,889	£13.83	£26,213	£14.00	£26,868	£14.35	£26,868	£14.35		not used	7		
49	£26,274	£14.04	£26,603	£14.21	£27,268	£14.57	£27,268	£14.57		13	not used		
50	£26,661	£14.24	£26,994	£14.42	£27,669	£14.78	£27,669	£14.78			8		
51	£27,055	£14.45	£27,393	£14.63	£28,078	£15.00	£28,078	£15.00			not used		
52	£27,454	£14.67	£27,797	£14.85	£28,492	£15.22	£28,492	£15.22			9		
53	£27,858	£14.88	£28,207	£15.07	£28,912	£15.44	£28,912	£15.44			not used		
54	£28,268	£15.10	£28,622	£15.29	£29,337	£15.67	£29,337	£15.67			10		
55	£28,683	£15.32	£29,042	£15.51	£29,768	£15.90	£29,768	£15.90			not used		
56	£29,107	£15.55	£29,471	£15.74	£30,207	£16.14	£30,207	£16.14			11		
<b>Salary</b>	Paid for doing the job well												
<b>Competence increment</b>	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.												
<b>Contribution threshold</b>	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. The starting salary on appointment is normally on a salary point up to the contribution threshold.												
<b>Contribution increment</b>	These increments are awarded for performance beyond doing the job well, as defined by the University.												
<b>Pay award</b>	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.												
<b>Performance-based pay</b>	<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"> <li>The existing salary</li> <li>A competence increment, if applicable</li> <li>Any pay award agreed</li> </ol> <p>Performance based pay is provided as:</p> <ol style="list-style-type: none"> <li>An additional increment (on top of a competence increment) up to the contribution threshold; and/or</li> <li>A "contribution" increment above the contribution threshold; and/or</li> <li>A lump sum one-off payment.</li> </ol>												
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.													