

Support Staff Spine

Spinal Point	Aug-16 Annual	Aug-16 Hourly	Aug-17 Annual	Aug-17 Hourly	Aug-18 Annual	Aug-18 Hourly	Nov-18 Annual	Nov-18 Hourly	UNIVERSITY OF BIRMINGHAM		
	1.1% from point 22	1.1% from point 22	1.7% from point 40	1.7% from point 40	2% from point 36	2% from point 36	Restructure for Voluntary Living Wage	Restructure for Voluntary Living Wage			
10	*	*									
11	*	*									
12	*	*									
13	£15,440	£8,250	£15,818	£8,450	*	*					
14	£15,580	£8,323	£15,943	£8,517	£16,387	£8,75	*	*			
15	£15,735	£8,410	£16,102	£8,602	£16,527	£8,83	*	*			
16	£15,827	£8,450	£16,190	£8,648	£16,615	£8,88	*	*			
17	£15,989	£8,540	£16,355	£8,737	£16,780	£8,96	£16,848	£9,00	Band 200	1	
18	£16,152	£8,630	£16,514	£8,821	£16,939	£9,05	£16,939	£9,05	not used		
19	£16,350	£8,734	£16,716	£8,930	£17,141	£9,16	£17,141	£9,16	not used	2	
20	£16,549	£8,841	£16,912	£9,034	£17,337	£9,26	£17,337	£9,26	not used	3	Band 300
21	£16,751	£8,950	£17,118	£9,144	£17,543	£9,37	£17,543	£9,37	3	1	
22	£16,890	£9,023	£17,253	£9,216	£17,678	£9,44	£17,678	£9,44	not used	2	
23	£17,118	£9,144	£17,484	£9,340	£17,909	£9,57	£17,909	£9,57	4	3	
24	£17,342	£9,264	£17,706	£9,458	£18,131	£9,69	£18,131	£9,69	not used	4	
25	£17,575	£9,390	£17,944	£9,585	£18,369	£9,81	£18,369	£9,81	5	not used	
26	£17,809	£9,513	£18,172	£9,707	£18,597	£9,93	£18,597	£9,93	not used	5	
27	£18,047	£9,640	£18,415	£9,837	£18,840	£10,06	£18,840	£10,06	6	not used	
28	£18,289	£9,770	£18,651	£9,963	£19,076	£10,19	£19,076	£10,19		6	
29	£18,536	£9,902	£18,903	£10,098	£19,328	£10,32	£19,328	£10,32	not used	7	Band 400
30	£18,793	£10,040	£19,156	£10,233	£19,581	£10,46	£19,581	£10,46		7	1
31	£19,057	£10,180	£19,425	£10,377	£19,850	£10,60	£19,850	£10,60	not used	2	
32	£19,323	£10,322	£19,684	£10,515	£20,109	£10,74	£20,109	£10,74		8	3
33	£19,593	£10,470	£19,960	£10,662	£20,385	£10,89	£20,385	£10,89	not used	4	
34	£19,871	£10,615	£20,232	£10,808	£20,657	£11,03	£20,657	£11,03		9	5
35	£20,147	£10,762	£20,514	£10,958	£20,939	£11,19	£20,939	£11,19	not used	6	
36	£20,430	£10,913	£20,792	£11,107	£21,217	£11,33	£21,217	£11,33		10	not used
37	£20,716	£11,070	£21,083	£11,262	£21,508	£11,49	£21,508	£11,49		7	
38	£21,008	£11,222	£21,369	£11,415	£21,796	£11,64	£21,796	£11,64		not used	
39	£21,300	£11,380	£21,667	£11,574	£22,100	£11,81	£22,100	£11,81		8	
40	£21,600	£11,540	£21,967	£11,735	£22,407	£11,97	£22,407	£11,97	not used	9	Band 500
41	£21,904	£11,701	£22,277	£11,900	£22,722	£12,14	£22,722	£12,14		9	1
42	£22,215	£11,870	£22,592	£12,069	£23,044	£12,31	£23,044	£12,31	not used	2	
43	£22,526	£12,034	£22,909	£12,238	£23,368	£12,48	£23,368	£12,48		10	3
44	£22,853	£12,210	£23,241	£12,415	£23,706	£12,66	£23,706	£12,66	not used	4	
45	£23,191	£12,390	£23,585	£12,599	£24,057	£12,85	£24,057	£12,85		11	5
46	£23,532	£12,570	£23,933	£12,784	£24,411	£13,04	£24,411	£13,04	not used	6	
47	£23,882	£12,760	£24,288	£12,975	£24,774	£13,23	£24,774	£13,23		12	not used
48	£24,230	£12,944	£24,642	£13,163	£25,135	£13,43	£25,135	£13,43	not used	7	
49	£24,591	£13,140	£25,009	£13,359	£25,509	£13,63	£25,509	£13,63		13	not used
50	£24,952	£13,330	£25,376	£13,556	£25,884	£13,83	£25,884	£13,83			8
51	£25,321	£13,530	£25,752	£13,756	£26,267	£14,03	£26,267	£14,03			not used
52	£25,695	£13,730	£26,131	£13,959	£26,654	£14,24	£26,654	£14,24			9
53	£26,073	£13,930	£26,516	£14,165	£27,047	£14,45	£27,047	£14,45			not used
54	£26,457	£14,133	£26,907	£14,373	£27,445	£14,66	£27,445	£14,66			10
55	£26,845	£14,341	£27,302	£14,584	£27,848	£14,88	£27,848	£14,88			not used
56	£27,242	£14,553	£27,705	£14,800	£28,259	£15,10	£28,259	£15,10			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. The starting salary on appointment is normally on a salary point up to the contribution threshold.
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.

Band 100 removed wef 1 August 2016. *Spine points 10, 11 and 12 removed 1 August 2016 * Spine point 13 removed 1 August 2018 * spine point 14, 15 & 16 removed 1 November 2018

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.