

School of Oriental & African Studies
Fractional Teaching & Scholarship Staff
Addendum to Market Pay Policy

1) Background

The School has reached agreement in principle concerning the translation of hourly-paid teaching staff onto permanent, fractional contracts. This involves linking the pay of such staff to the newly agreed, single pay spine at the appropriate grade, determined by the application of HERA role analysis and the use of the agreed National Role profiles for Teaching & Scholarship staff. In the past, specific rates of pay had been paid for particular activities, but this is now being replaced by a formula designed to convert activities into fractions linked to the new pay-scales.

For the majority of hourly-paid teaching staff, such a conversion is not a problem. However, the old pay system did allow for higher rates of pay for the same activities to be paid for certain lecturers who, because of their high standing in the profession, would expect to be paid a premium. This applied especially, but not exclusively, in areas such as Law & Economics etc.

There is clearly a potential equal-pay issue if such differentials were to be continued now that the application of HERA has established the appropriate grades for different Teaching activities within the School.

However, the School's ability to remain competitive and attract quality students to some of the programmes it offers depends upon the calibre and, in some cases, the standing within the profession of the people delivering the teaching on the programmes being offered.

Such people, used to high professional salaries outside the HE Sector, would not be attracted to teach on our courses at a reduced rate of pay to that they received under the old payment system.

2) Proposal

To counter-act this, the School proposes the following:

- (a) The base-pay and grade for teaching activities should reflect the requirements of the role as outlined in the appropriate National Role Profile (usually G7/Ac2, but could be G6/Ac1 or G8/Ac3 depending on the nature of the activities being undertaken).

- (b) If the School wishes to employ a high profile teacher, whilst the base pay and grade should remain as outlined in a) above, a supplement could be paid that would reflect their equivalent standing if they were Academic (Teaching & Research) staff employed direct by the School (e.g. Senior Lecturers, Readers or Professors) to deliver teaching.
- (c) Supplements would have to be equivalent to the difference in base pay and the bottom point of the appropriate grade (e.g. for Senior Lecturer/Reader equivalent staff, the bottom of Grade 9/Ac4 and for Professorial equivalent staff, the bottom of Grade 10/Ac5).
- (d) Equivalence for such staff would need to be determined at the point of recruitment with reference to the CV of the individual concerned. Such consideration would need to be undertaken by the relevant Head of Department and Dean of Faculty and the level of supplement highlighted in the appropriate paperwork.
- (e) Such appointments would also need to be justified with reference to the particular courses being taught. They should be a necessary requirement, justified by the need to recruit high quality students or because they have expertise and experience within their profession that would significantly enhance the teaching experience for the students and which could not be gained other than offering this premium.

3) **Market Pay Policy**

Any supplement applied under this addendum remains subject to the provisions including the monitoring aspects of the Market Pay Policy.