**Grade 10 Pay Review Policy/Principles**

At its meeting in April 2015, the Remuneration Committee agreed that an annual 'Grade 10 Pay Review' should be introduced from 2015 for review of the salaries of those grade 10 staff/posts not covered by the Professorial Pay Review.

The Remuneration Committee agreed that the principles for this annual review should be as follows:

* The review is the responsibility of the Executive Group
* The salary levels for Grade 10 roles should be reviewed collectively as well as individually, so that similar roles are considered together
* Consideration should be given to:
* the 'size' of the roles in terms of their level and scope and the knowledge, skills and experience required to carry them out effectively, and, in particular, whether there has been any change to the size of any of the roles
* relevant market comparisons, based mainly on senior salary benchmark data collected annually by the Universities and Colleges Employers Association
* Abertay’s financial position and context
* All considerations should be underpinned by Abertay's values, particularly promoting equality and fairness
* Any pay increase is contingent upon satisfactory performance in the role
* The review will normally take place around June, and any pay increases will normally take effect from 1 August to coincide with the increment date for those on the national pay spine and the usual date of the annual pay award.