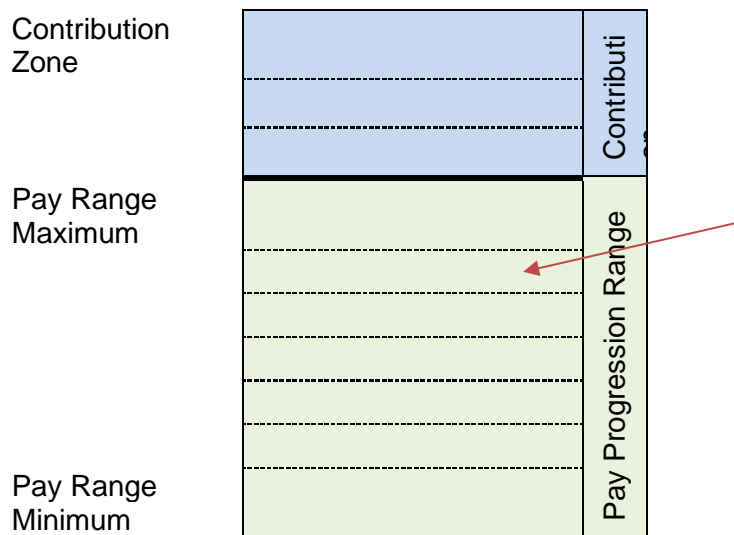


## Rewarding Contribution Grades 1 to 9

The University's substantive pay and grading structure comprises: the normal pay progression range and the Contribution Zone, albeit the length of the pay ranges and the number of increments varies across the grades.



As a member of staff progresses through the grade, there is an expectation that their contribution will be greater in light of the additional skills and experience gained whilst in the role. This is reflected in objective setting and in the expectations of delivery in the role.