Exceptions to pay rates in published frameworks

Departments to be given delegated authority to approve an increase of up to 2 spinal points:

1) Where the tutor is delivering a specialist or professional programme (for example Coaching, Counselling or other CPD related courses) and where either a) higher rates of remuneration are available in the private sector and therefore it would be difficult to recruit tutors at the calibre required at a lower rate or b) they are engaged in a similar role for another organisation at a higher rate of pay.

2) Where the qualifications and/or experience of the individual are demonstrably higher than normally required for the grade of the role and as a consequence add value to the student experience. For example, where the duties are commensurate with those of a teaching fellow however the individual's skills and experience would, in a salaried role where there is more scope to take on additional responsibilities, lead to personal promotion to Senior Teaching Fellow.

3) Where the tutor is a former salaried member of staff returning to undertake similar duties on a sessional basis.

In all other circumstances Departments must apply for an increase in spinal point(s)/pay rate to the Chair of the Sessional Teaching Payroll project and the Academic Registrar.