**Appendix**

**Progression within Associate Professor and Professor remuneration range MIN to MAX.**

As an Associate Professor or Professor, you will be paid on the relevant scale between minimum and maximum rate.  This scale is a range and has no step increments. Staff members are able to apply for salary review on an annual basis on the anniversary date of their appointment to the professoriate.

To move within the appropriate scale staff members will need to supply the following evidential requirements:

* 1. Letter of application that specifically address how they have met the profile and expectations of the Associate Professor/Professor role and improved from their past performance. In particular sections 1, 2 and 9 and at least one of sections 3 to 8 of the Professor and Associate Professor Profile and Expectations
  2. Performance review (completed within the previous year)
  3. Letter/Email of support from Head of College
  4. Recent peer feedback, with a reflection on the outcomes of this process.
  5. Any relevant information such as internal or external committee membership, research, leadership roles etc.

These criteria would be assessed by relevant Deputy Chief Executive, Academic Delivery, Deputy Chief Executive, People, Culture and Safety and the Director Research and Postgraduate Studies with the final approval by the Chief Executive.

Any approved increases would usually be around 2%. In the case of proven exceptional performance percentage increases in advance of this will be considered by the Deputy Chief Executive Academic Delivery, Deputy Chief Executive People, Culture and Safety and Director Research and Postgraduate Studies, with final approval by the Chief Executive.