

Typical work demands/Example roles and activities	Grade	Hourly Pay Rate Pre AWR	Hourly Charge Rate Pre AWR	Hourly Pay Rate (12 weeks)	Hourly Charge Rate AWR
<b>Trainee/basic or routine clerical, technical and manual work</b> Examples: Basic filing, photocopying activities, food preparation and other catering assistant duties, cleaning, straightforward gardening and other manual activities <b>Overtime Rate</b>	1.1	£6.70  £10.05	£9.84  £14.30	£7.85	£11.37
<b>Junior or semi-skilled work</b> Examples: Junior clerical work such as inputting, reception etc; semi-skilled craft or technical work; routine portering/security work; campus tour guides; general sports assistant roles <b>Overtime Rate</b>	2.1	£6.80  £10.20	£10.17  £14.70	£8.19	£12.02
<b>Work requiring specific set(s) of skills and knowledge to carry out a range of activities.</b> Examples: roles requiring knowledge of packages & general clerical processes; skilled technical or craft work; and supervisors of manual and operational support staff, e.g. in catering, cleaning, etc. <b>Overtime Rate</b>	3.1	£7.50  £11.25	£11.45  £16.45	£8.78	£13.16
<b>Executing systems &amp; processes requiring experienced based knowledge</b> Examples: experienced clerical /secretarial roles, technicians with specialist skills, senior portering roles <b>Overtime Rate</b>	4.1	£7.80  £11.70	£11.90  £17.10	£9.98	£14.81
<b>Providing specialist in-depth support (e.g. to an administrative process, or to a technical or operational service); applying comprehensive knowledge and skills, possibly as a deputy team leader.</b> Examples: senior clerical, administrative or technician roles. <b>Overtime Rate</b>	5.1	£9.00  £13.50	£13.50  £19.50	£11.50	£16.84
<b>Applying a detailed understanding of an area of work &amp; its principles supported by relevant experience / qualifications.</b> Examples: Assist in delivering pre-determined teaching & related activity under direct supervision, e.g. as a Demonstrator or Teaching Assistant. Senior clerical, professional administrator or technician; supervisor /team leader of a small function. Supporting research activity in a research assistant role. <b>Overtime Rate</b>	6.1	£11.50  £17.25	£17.34  £25.01	£13.71	£20.29

<p><b>Roles requiring well developed expertise and understanding of theory in own field of work.</b> Examples:</p> <p>Preparing &amp; delivering whole or parts of modules including contributing to the assessment of students, supervising student projects, &amp; carrying out administrative duties, e.g. as a Teaching Associate, Tutor.</p> <p>Contribute to research proposals and plan for research programmes, e.g. as a Research Associate.</p> <p>Professionally qualified or experienced professional administrator or specialist; supervisor of a technical function; manager of a medium-large facility /operational service /function.</p> <p><b>Overtime Rate</b></p>	7.1	£14.00	£21.67	£16.35	£24.81
<p><b>Roles require recognised and substantial expertise to provide expert authority or specialist advice.</b> Contributions are often developmental (e.g. research, curriculum, policy, strategy) or managerial in nature. Examples:</p> <p>Design, prepare, co-ordinate and deliver teaching programmes, including preparing and supervising different modes of assessment. Undertake significant department administrative /other significant managerial-level activities, e.g. as a Lecturer, or University Teacher;</p> <p>Contribute significantly to the initiation, development and management of research programmes, e.g. as a Research Fellow.</p> <p>Manager of a significant unit /service /function /diverse team; providing a support service, e.g. specialist activity, design or project management, as an experienced adviser; senior specialist with impact on strategy or policy.</p> <p><b>Overtime Rate</b></p>	8.1	£18.00	£27.01	£21.31	£31.42
<p><b>Roles requiring extensive and highly developed knowledge of principle, theory and practice with substantial reputation and skills to provide substantial contributions to leadership in own area.</b> Examples:</p> <p>Senior Lecturer /Senior University Teacher; Senior Researcher; Senior manager /Head of major section, or a specialist strategic function.</p> <p><b>Overtime Rate</b></p>	9.1	£22.00	£32.84	£26.98	£39.48
		£33.00	£47.51		