

UNIVERSITY OF ABERDEEN

PAY PROTECTION

Pay Protection is often referred to as “red-circling”. “Red-circling” will occur where the current salary at the time it is established that an individual is in receipt of a salary point in a grade above the evaluated or matched grade for their role. Where “red-circling” occurs the salary point will be fixed at its current level without further increments. As it is intended that staff will assume additional responsibilities in their role that would allow the post to be regarded to a higher level or the individual will be developed so that they can be appointed to a higher level post staff whose pay has been “red-circled” will receive any agreed general increase to the pay scales that are negotiated during the four year pay protection period.

After four years of protected “red-circling”, if the individual has not been regraded to a higher level during the period, the salary point will revert to the highest contribution point for the lower grade to which the individual had originally been matched.

The revised procedure above was agreed with the recognised trade unions through consultation at JNCC and SSLC.

May 2010