

Senior Management Pay Ranges - 2023

	Advertised Circa Pay Ranges	Median Range	Salaries up to by Exception
Dean	£85,000 - £110,000	£93,500 - £110,500	£129,500
Director	£85,000 - £110,000	£92,500 - £110,000	£131,000
Professor Level A	£95,000 - £120,000	£103,500 - £119,500	£136,500
Professor Level B	£76,000 - £92,000	£81,000 - £92,000	£103,500
Professor Level C	£70,000 - £80,000	£71,500 - £75,500	£81,500
Head of Professional Services areas	£70,000 - £84,000	£74,000 - £84,000	£98,500

Senior Pay Principles

It is expected that the majority of existing staff and comparable experienced new appointments would have salaries within the *median pay range (highlighted in yellow)*.

Salaries below the median range would only be used where there is an identified development requirement in the role (e.g. colleagues newly promoted or new in level of role), and the expectation would be that this would be for a finite period of time.

The *salaries up to by exception range* provides additional flexibility, if required for attraction or purposes. It can also be used to reward continued exceptional performance through the Senior Pay Process. This range is not advertised externally and is applied by exception and is based upon upper quartile salary information.

The market referenced pay ranges are informed by UCEA 'All Institution' benchmarking data and will be reviewed annually.