

Eligibility Criteria:

Staff will be eligible for the uplift / non-consolidated payment where they:

- have demonstrated satisfactory performance
- started employment before 1 May 2022 and
- are in employment with the University on the payment date eg August or September pay date

Implications for the 2022 Nottingham Reward Scheme**For staff at levels 4, 5 & 6**

The table below describes the rewards that are available for staff at levels 4, 5 and 6 as a result of the UEB agreement above and in considering application of the Nottingham Reward Scheme (NRS) in 21/22.

	UEB Agreement		
	Staff on Current Standard Maximum	Staff above Current Standard Maximum Spine Point but below the Final Supermax Point	Staff on the Current Final Supermax Spine Point**
	Consolidated Increment	Non- Consolidated 3%	Non- Consolidated 3%
		OR Consolidated Increment (if nominated and supported for a consolidated increment via NRS due to exceptional performance)	
	Plus NRS Available Options for 21/22 (up to one of the levels shown below)*		
	Fixed-Value Reward (non-consolidated)	Fixed-Value Reward (non-consolidated)	Fixed-Value Reward (non-consolidated)
	£500 (non-consolidated)	£500 (non-consolidated)	£500 (non-consolidated)
	Voucher	Voucher	Voucher

* The additional NRS rewards are subject to the normal criteria described in the NRS guidance document and are therefore dependent on excellent performance above expectations and within available NRS budget for 21/22

** Level 4 Final Supermax Point is SP39, Level 5 Final Supermax Point is SP48, Level 6 Final Supermax Point is SP57

Further information regarding the information in the table above can be found below.

Additional Information

Only staff at or above the Standard Maximum prior to 1 August 2022 were eligible for a consolidated award through the Nottingham Reward Scheme (NRS) application window closing on 31 May 2022. Additionally, those staff are only eligible for one consolidated increase per annum. This means that:

- Any member of staff at the current standard maximum will receive a consolidated increment as a consequence of the increase to the standard maximum detailed above. This means that a second consolidated increment is not available through NRS in the 21/22 NRS round and so those staff can only be nominated for a voucher reward, £500 reward or non-consolidated fixed-value reward during the 2022 NRS window (closing on 31st May 2022). If you have any members of staff who had been nominated for a consolidated increment at standard maximum in your teams applicable from 1st August 2022 these nominations should be reviewed and amended.
- Any staff member who is currently above standard maximum and who has been nominated for a consolidated increase can still be considered for a consolidated NRS reward. However, if the staff member is approved for a consolidated increment via the NRS they will not then be eligible for the 3% non-consolidated payment described above. Instead they would be eligible to also be considered for a voucher reward, £500 reward or additional non-consolidated fixed-value reward through the 21/22 NRS window. closing on 31st May 2022.
- Staff who were below the standard maximum for their level prior to 1st August 2022 are eligible in line with the normal criteria detailed in the Nottingham Reward Scheme Guidance. For clarity they are not eligible for a consolidated award as they will already receive a consolidated increment subject to demonstrating satisfactory performance.