Reward and recognition
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We believe that our staff are our most unique and valuable asset and we encourage and support the contributions that all staff make to the success of the University, and their own professional development and success.

Teesside is one of only a small number of universities to be accredited with Investors in People Gold status and the only North East university to have achieved this university-wide recognition. This achievement provides external recognition of the University’s strength in engaging and supporting staff to deliver our vision, values and strategy and commitment to a culture of empowerment and initial and continuing professional development.

This statement details the University’s approach to the reward and recognition of our staff and includes a summary of the pay and grading structure, together with specific opportunities for promotion and the benefits available to all staff at Teesside University.
Pay and grades
The University operates a single pay spine grading structure that covers all staff except senior management level. This emphasises the important contribution made by all staff to the continuing success of the University. The pay rates are nationally agreed rates for all higher education staff and are subject to review on an annual basis at national level. For further information on the University’s Pay Modernisation Framework see Unity.

New staff
All new staff are offered a starting salary appropriate to their experience, qualifications and current salary, up to the maximum of the grade advertised (excluding the contribution point).

Salary progression
All staff progress up the pay structure of their relevant grade on an annual basis, until they reach the top of the scale. When the post is a linked grade, eg Grade 2/3, this annual progression will be to the top of the higher scale. The incremental steps in pay each year reflect the development and enhancement of the individual’s skills and knowledge as they grow in their role. Incremental dates are 1 April for administrative, clerical, manual and technical staff and 1 September for academic, research and senior professional staff.

Incremental progression for qualifications obtained during employment
If a member of staff successfully completes an academic qualification (of a minimum of 120 credits) through an agreed route, they will normally be eligible to receive one additional increment.

Promotions
Other than in the case of restructures or redeployment opportunities for staff whose employment is at risk, all posts are advertised to all University staff. Following a successful interview for a higher graded role, the member of staff will move to the bottom point of the new grade, unless this is the same point of their current salary, in which case their salary will increase by one increment.

Conferment of professional titles
The University provides a regular opportunity for academic staff to be considered for the professional title of Professor, Reader, Associate Teaching Fellow and University Teaching Fellow. As well as formally recognising an individual’s expertise in research or learning and teaching, staff who are awarded these titles receive a salary increase or monetary award, together with a reduced teaching workload. They also take on a wider role as mentor to other academic staff in their School, subject group and/or wider University and lead and take part in cross-University projects.

Professional development framework for learning and teaching
The University’s Professional Development Framework is accredited by the Higher Education Academy (HEA) and is underpinned by the UK Professional Standards Framework (UKPSF) for learning and teaching in higher education.

It provides all teaching and learning support staff with a range of initial and continuing professional development opportunities to engage with the UKPSF. Support is provided to staff to plan and gain recognition for relevant professional development, including fellowship of the HEA, in the pursuit of excellence in learning and teaching throughout their career.
Initial development plan (IDP) and Personal development review (PDR)
The IDP is in place for new staff starting their employment at Teesside to discuss and identify their initial work priorities with their manager/section leader, clarify their role and specific responsibilities and identify immediate and short term learning and development needs.

The annual PDR process provides all staff with the opportunity to discuss their work and learning and development achievements, establish their annual work priorities and identify their annual and longer term learning and development needs and career aspirations.

Learning and development
All staff have access to a wide range of learning and development to support them in their role and career aspirations. This ranges from leadership and management development for all levels of staff to fee support to undertake accredited programmes that are relevant to their role and individual coaching and mentoring.

Celebrating excellence and service
Our annual Celebrating Excellence and Service Awards recognise the exceptional contributions staff have made, and continue to make, to the University’s success. Individual and team awards are made across a number of categories.

The University also recognises the loyalty of its staff who have 25 years service at a formal ceremony hosted by the Vice-Chancellor where they receive a cash gift, certificate and selected University merchandise.

Recognition and celebration
Success is also recognised and celebrated in a number of informal ways and in articles on the University website and in University internal and external publications.

Benefits
In addition to the above, the following benefits are also available to all staff:
- access to national pensions (through either the Local Government Pension Scheme or the Teachers’ Pension Scheme) and the option to pay additional voluntary contributions
- generous sick pay entitlements
- extensive support (time and fee support) to undertake learning and development activities and further and higher education study
- support to conduct consultancy work or to set up a new business
- occupational health service
- external counselling support
- Sports’ Injury Clinic
- cycle to work scheme
- car parking and bicycle storage
- childcare vouchers
- Staff Christmas party
- discounted rail and bus travel
- sport and recreation facilities, including hydrotherapy pool, aquatic exercise and health and well-being advice and support