

Staff Group	SENIOR MANAGEMENT	ACADEMIC STAFF	ACADEMIC RESEARCH STAFF	ADMINISTRATIVE, PROFESSIONAL, TECHNICAL STAFF (INC LIBRARY) & SUPPORT STAFF	
				Grades 1 - 6	Grades 7 - 10
Annual Leave Entitlement	33 days annual leave + 10 Fixed Holidays	36 days annual leave + 10 Fixed Holidays	33 days annual leave + 10 Fixed Holidays	28 days annual leave + 10 Fixed Holidays	33 days annual leave + 10 Fixed Holidays
Pension Scheme	Scottish Teachers' Superannuation Scheme or Local Government Pension Scheme depending on whether appointment is Academic or Professional.	Scottish Teachers' Superannuation Scheme is a defined benefit scheme. Employer's Contribution currently 14.9% which will increase to 17.2% wef 01/09/15. Employee Contribution is based on a tiered system and the level of contribution will be dependent on your Full-time equivalent salary.	Local Government Pension Scheme is a defined benefit scheme administered by Aberdeen City Council. Employer's Contribution currently 19.3%. Employee Contribution is based on a tiered system and the level of contribution will be dependent on your Full-time equivalent salary.		
Sick Pay Scheme	Varies dependent on length of service up to a max of 6 mths full pay & 6 mths half pay	Varies dependent on length of service up to a max of 6 mths full pay & 6 mths half pay	Varies dependent on length of service up to a max of 6 mths full pay & 6 mths half pay	Varies dependent on length of service up to a max of 26 wks full pay & 26 wks half pay	Varies dependent on length of service up to a max of 26 wks full pay & 26 wks half pay

KTP roles

Although KTP Associates are employed by Robert Gordon University, annual leave and hours of work are dictated by the partner organisation and may differ from those detailed above. The salary is also determined by the partner organisation and is not part of the RGU pay and grading structure.

Non Standard Roles

From time to time the university may employ individuals on non standard contracts of employment, which are deemed to be Personal Contracts. In these circumstances the above terms and conditions will not apply.