



UNIVERSITY OF CAMBRIDGE

Human Resources

Strictly Private & Confidential

Ref: ACP (12)

To: All non-clinical Professors

Dear Colleague,

Academic Career Pathways Grade 12 (ACP (12))

I am writing to invite applications as part of the ACP (12) scheme (formerly known as PPR). The 2025 round will launch on 15 October 2024, with 6 December 2024 as the deadline for applications. Pay changes for successful applications will take effect from 1 October 2025.

The 2025 round incorporates the following changes:

- Amending the scheme name from Professorial Pay Review to Academic Career Pathways (Grade 12) (ACP (12)).
- Incorporating Teaching and Scholarship (T&S) Grade 12 Teaching Professors into the scheme. The 2025 round will launch with Bands 1 and 2, with applications assessed by the relevant School Committee. Prior to the launch of the 2026 round, an assessment will be made as to whether a set of descriptors can be developed for Bands 3 and 4.
- Future dating of awards, with salary increases now taking effect from the October following the completion of the round, rather than backdating awards as in previous years.
- A revised committee structure, with School Committees now deciding outcomes for a wider range of applications (further detail is provided below).
- Widening the membership of the School Committees to include current Heads of Institution and other employees at an equivalent level (such as Directors of Research), in addition to current Band 3 and 4 professors.
- Revised assessment criteria (comprising both the Band Criteria and Indicators of Excellence)
- Revised application forms have been designed to be simpler to complete and assess.

Process and timing

- The scheme will launch on **15 October 2024**.
 - On 15 October 2024 you will be emailed a personalised application form from acp12@admin.cam.ac.uk. This will include the date of appointment to your current band as well as the date of your most recent increment within your current band.
 - If you have **not** received your application form by 16 October 2024, please contact the HR Reward Team at acp12@admin.cam.ac.uk.
- Scheme guidance notes are available electronically via the [ACP \(12\)](#) webpage.
- Applications must be submitted via the submission portal (<https://acp-12.hr.apps.cam.ac.uk>) by **6 December 2024**.

- As part of the submission, you must specify on the online portal whether your application is for progression within the same band or to a higher band.
- If you are applying for promotion to a higher band, you will need to submit the details of two external referees when you upload your application form on the online portal. External referees will be contacted during January 2025.

- Decision-making committees will meet in Easter Term 2025.

- Following a final checking process, applicants will be informed of the outcome of their application during August/September 2025.

- Awards will be effective from 1 October 2025

If you have any questions or wish to speak about your application, please do not hesitate to contact me. You can also contact the HR Reward Team via acp12@admin.cam.ac.uk.

Yours sincerely