

October 2022

Strictly Private & Confidential

Ref: PPR Launch

To: All non-clinical Professors

Dear Colleague,

Professorial Pay Review (PPR) 2022

I am writing to invite applications as part of the 2022 Professorial Pay Review (PPR) exercise, which will be administered by the Human Resources Division. The process will follow a similar pattern to previous exercises. A School-level Committee will assess applications from Professors in Grade 12 Bands 1 and 2, for onward submission to the Vice-Chancellor's Advisory Committee (VCAC) for approval. The VCAC will also consider applications from Professors in Grade 12 Bands 3 and 4.

The exercise will launch on 31 October 2022, with a deadline for completed applications of 16 December 2022. Awards will be effective from 1 October 2022, so paid retrospectively with arrears. Information on how to apply and the scheme criteria used by the relevant committees to assess applications is set out in the attached *PPR 2022 Guidance document*. The PPR team will email you a personalised version of the application form on 31 October 2022. This will be pre-populated with the following information:

- your name, position title and Department/Faculty;
- the date of your last incremental increase; and
- the date of appointment to your current professorial band.

If you have not received your application form by 1 November 2022, please contact the PPR team at ppr@admin.cam.ac.uk.

Following the recently concluded review of the PPR scheme, the University Council has agreed that the following changes applying to the 2022 exercise:

1. Amending the period covered by an application from 'contributions made in the last two years or since the last review or appointment' as follows:
 - If the application is for progression within band, the period covered is from the date of the last increment awarded; or
 - If the application is for progression to a higher band, the period covered is from the date of promotion/appointment to the current professorial band.
2. Removing the requirement for applicants to provide external referees for within band applications.

3. Providing summary data to Heads of Department on the pay and career progression of their Grade 12 Professors.
4. Introducing an expectation that progression (upon application) for those within the first three points of Grade 12 Band 1 will be awarded, so long as applicants can demonstrate they have maintained the expected level of performance as at the time of promotion to the level of a Grade 12 Professor.

As always, the number of awards is limited and, in considering applications, the Committees concerned will be looking for clear evidence of additional contribution in research, teaching and general contribution within the period covered by the application. As part of your application, you must specify whether you are applying for a within-band increment or for movement to a higher band.

Please note the key dates, information and actions below.

PPR 2022 launch on **31 October 2022**

A personalised application form will be sent to you directly from the PPR team the guidance notes will be available electronically at:
<https://ppr-submission.admin.cam.ac.uk>

Please upload your completed application form online at:

<https://ppr-submission.admin.cam.ac.uk> (please note, if you are applying for promotion to a higher band, you will need to submit the details of your referees at the same time as you upload your application form)

Completed applications must be submitted by **16 December 2022**

Referees will be contacted during January 2023

Decision-making committees will meet in Easter Term 2023

Awards will be effective from **1 October 2022**

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