

## **UWOFA Salary Survey November 2009 – Needs and Priorities for Full-Time Salaries**

### **Background information on Performance Linked Career Progress (PLCP):**

Based on contributions in Teaching, Research and Service weighted according to the member's responsibilities. From the results of the APE process a "Performance Assessment Indicator" (PAI) is generated for each member. The PAI is converted into Basic Salary Points (BSPs) as described in the CA, and the Dean may add Discretionary Salary Points (DSPs). For Probationary and Tenured members, and for Limited Term members at the rank of Assistant Professor or above, in 2009-10 a Salary Point is worth \$1,129 if your salary is less than \$101,363; \$854 in a middle range; and \$690 for those with a salary over \$123,347. For Limited Term members at the rank of Lecturer all salary points are currently worth \$772.