

extension of an allowance will be considered without an overall review of the business needs and authorisation from the SRP.

- 7.6** In circumstances, where changes to an individual's role duties are to be permanent, reference should be made to the Job Evaluation (HERA) section of the HR website
<http://www.rvc.ac.uk/HR/Employees/jobvalemp.cfm>

8 Review of Policy

- 8.1** Any queries on the application or interpretation of this policy must be discussed with HR prior to any action being taken.
- 8.2** The scheme will be reviewed and awards monitored to ensure the College's commitment to equality.
- 8.3** This policy is at the discretion of the SRP, is subject to review and may be subject to change from time to time.
- 8.4** Any proposals, amendments and revisions to this policy will be proposed through HR and approved via the Principal and CEC.

Last Reviewed May 2017