A HERA Role Profile Explained.

<table>
<thead>
<tr>
<th>Role Code</th>
<th>Role Title</th>
<th>Authorised Date</th>
<th>Total Points</th>
<th>HERA Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAPEPS-PHYS-A</td>
<td>Job Title ...</td>
<td>04/04/2016</td>
<td>256</td>
<td>3</td>
</tr>
</tbody>
</table>

Role Code: MAP: Indicates the role has been through the job evaluation process and is mapped onto the University's pay scale and has been assigned a grade accordingly
EPS: Shows which Faculty the role belongs to (Professional Support Services roles are assigned a PSS code)
PHYS: States which School (or institute) the role sits within
A: Classification system distinguishing between each role

Authorised Date: Date in which the HERA Role Profile is agreed between Role Analyst, line manager and HR Partner

Total Points: Overall score assigned to the role in relation to the University’s grade boundaries (grade 3 boundary: 220 - 268)

HERA Grade: Grade boundary of which the total points score falls within (grades 1 - 8)


HERA Question Numbers: 1, 2, 3, 4, 5, 6, 7...

HERA Alpha Scores: A, B, C, D, E ... competency based scores / statements generated based on information / evidence regarding the requirements of the role