Field Description	Field Abbreviation	Field Length	Field Type	Field Version
Contract salary grouping	**XSALPNT01**	**3**	**Char**	**2.1.1**

VALID ENTRIES

001	Contract salary greater than or equal to £1 and less than spine point 1
002	Contract salary greater than or equal to spine point 1 and less than spine point 2
003	Contract salary greater than or equal to spine point 2 and less than spine point 3
004	Contract salary greater than or equal to spine point 3 and less than spine point 4
005	Contract salary greater than or equal to spine point 4 and less than spine point 5
006	Contract salary greater than or equal to spine point 5 and less than spine point 6
007	Contract salary greater than or equal to spine point 6 and less than spine point 7
008	Contract salary greater than or equal to spine point 7 and less than spine point 8
009	Contract salary greater than or equal to spine point 8 and less than spine point 9
010	Contract salary greater than or equal to spine point 9 and less than spine point 10
011	Contract salary greater than or equal to spine point 10 and less than spine point 11
012	Contract salary greater than or equal to spine point 11 and less than spine point 12
013	Contract salary greater than or equal to spine point 12 and less than spine point 13
014	Contract salary greater than or equal to spine point 13 and less than spine point 14
015	Contract salary greater than or equal to spine point 14 and less than spine point 15
016	Contract salary greater than or equal to spine point 15 and less than spine point 16
017	Contract salary greater than or equal to spine point 16 and less than spine point 17
018	Contract salary greater than or equal to spine point 17 and less than spine point 18
019	Contract salary greater than or equal to spine point 18 and less than spine point 19
020	Contract salary greater than or equal to spine point 19 and less than spine point 20
021	Contract salary greater than or equal to spine point 20 and less than spine point 21
022	Contract salary greater than or equal to spine point 21 and less than spine point 22
023	Contract salary greater than or equal to spine point 22 and less than spine point 23
024	Contract salary greater than or equal to spine point 23 and less than spine point 24
025	Contract salary greater than or equal to spine point 24 and less than spine point 25
026	Contract salary greater than or equal to spine point 25 and less than spine point 26
027	Contract salary greater than or equal to spine point 26 and less than spine point 27
028	Contract salary greater than or equal to spine point 27 and less than spine point 28
029	Contract salary greater than or equal to spine point 28 and less than spine point 29
030	Contract salary greater than or equal to spine point 29 and less than spine point 30
031	Contract salary greater than or equal to spine point 30 and less than spine point 31
032	Contract salary greater than or equal to spine point 31 and less than spine point 32
033	Contract salary greater than or equal to spine point 32 and less than spine point 33
034	Contract salary greater than or equal to spine point 33 and less than spine point 34
035	Contract salary greater than or equal to spine point 34 and less than spine point 35
036	Contract salary greater than or equal to spine point 35 and less than spine point 36
037	Contract salary greater than or equal to spine point 36 and less than spine point 37

038	Contract salary greater than or equal to spine point 37 and less than spine point 38
039	Contract salary greater than or equal to spine point 38 and less than spine point 39
040	Contract salary greater than or equal to spine point 39 and less than spine point 40
041	Contract salary greater than or equal to spine point 40 and less than spine point 41
042	Contract salary greater than or equal to spine point 41 and less than spine point 42
043	Contract salary greater than or equal to spine point 42 and less than spine point 43
044	Contract salary greater than or equal to spine point 43 and less than spine point 44
045	Contract salary greater than or equal to spine point 44 and less than spine point 45
046	Contract salary greater than or equal to spine point 45 and less than spine point 46
047	Contract salary greater than or equal to spine point 46 and less than spine point 47
048	Contract salary greater than or equal to spine point 47 and less than spine point 48
049	Contract salary greater than or equal to spine point 48 and less than spine point 49
050	Contract salary greater than or equal to spine point 49 and less than spine point 50
051	Contract salary greater than or equal to spine point 50 and less than spine point 51
052	Contract salary greater than or equal to spine point 51
$$$	£0/Not applicable

ADDITIONAL INFORMATION

This field groups salaries into bands defined by the Joint Negotiating Committee for Higher Education Staff (JNCHES) Framework Pay Spine. The salary bands are recorded in the table t_lookup_cyy025_Spine supplied by HESA analysts.

Contract salaries reported to HESA based on the reporting of the Framework Salary Spine, the Framework Clinical Spine, plus salaries not set against a nationally negotiated pay spine are included in this analysis. Where HESA is provided with both a salary point (within the Framework Pay Spine or Framework Clinical Spine) and an enhanced salary figure (e.g. London weighting), the actual enhanced salary is used (as specified within the derived field XSALR01).

Not applicable includes atypical staff for whom salary data is not required.

Note to analysts: Where Contract.SALREF is null (not applicable) this is derived to 0 (zero) in XSALR01 - as HESA's standard onward analysis removes salary returns of £0 and null. As XSALPNT01 is dependent upon XSALR01's derivation of Not applicable to 0, this is accommodated into the valid entry $$$ '£0/Not applicable'. Valid entry 001 consequently has a range of contract salary greater than or equal to £1 and less than spine point 1.

Note to developers: The t_lookup_cyy025_Spine table lists only the **Fnn** Framework Pay Spine entries in F_SPOINT for the creation of this field. (The **Cnn** Framework Clinical Spine entries, as listed in the administration specific lookup tables for XSALR01, are not required for the creation of this field).

DEPENDENT FIELDS

none

TECHNICAL SPECIFICATION

XSALR01 (Num)	XSALPNT01
> = £1 and < value for spine point F01	001
> = value for spine point F01 and < value for spine point F02	002
> = value for spine point F02 and < value for spine point F03	003
> = value for spine point F03 and < value for spine point F04	004
> = value for spine point F04 and < value for spine point F05	005
> = value for spine point F05 and < value for spine point F06	006
> = value for spine point F06 and < value for spine point F07	007
> = value for spine point F07 and < value for spine point F08	008
> = value for spine point F08 and < value for spine point F09	009
> = value for spine point F09 and < value for spine point F10	010
> = value for spine point F10 and < value for spine point F11	011
> = value for spine point F11 and < value for spine point F12	012
> = value for spine point F12 and < value for spine point F13	013
> = value for spine point F13 and < value for spine point F14	014
> = value for spine point F14 and < value for spine point F15	015
> = value for spine point F15 and < value for spine point F16	016
> = value for spine point F16 and < value for spine point F17	017
> = value for spine point F17 and < value for spine point F18	018
> = value for spine point F18 and < value for spine point F19	019
> = value for spine point F19 and < value for spine point F20	020
> = value for spine point F20 and < value for spine point F21	021
> = value for spine point F21 and < value for spine point F22	022
> = value for spine point F22 and < value for spine point F23	023
> = value for spine point F23 and < value for spine point F24	024
> = value for spine point F24 and < value for spine point F25	025
> = value for spine point F25 and < value for spine point F26	026
> = value for spine point F26 and < value for spine point F27	027
> = value for spine point F27 and < value for spine point F28	028
> = value for spine point F28 and < value for spine point F29	029
> = value for spine point F29 and < value for spine point F30	030
> = value for spine point F30 and < value for spine point F31	031
> = value for spine point F31 and < value for spine point F32	032
> = value for spine point F32 and < value for spine point F33	033
> = value for spine point F33 and < value for spine point F34	034
> = value for spine point F34 and < value for spine point F35	035
> = value for spine point F35 and < value for spine point F36	036
> = value for spine point F36 and < value for spine point F37	037

XSALR01 (Num)	XSALPNT01
> = value for spine point F37 and < value for spine point F38	038
> = value for spine point F38 and < value for spine point F39	039
> = value for spine point F39 and < value for spine point F40	040
> = value for spine point F40 and < value for spine point F41	041
> = value for spine point F41 and < value for spine point F42	042
> = value for spine point F42 and < value for spine point F43	043
> = value for spine point F43 and < value for spine point F44	044
> = value for spine point F44 and < value for spine point F45	045
> = value for spine point F45 and < value for spine point F46	046
> = value for spine point F46 and < value for spine point F47	047
> = value for spine point F47 and < value for spine point F48	048
> = value for spine point F48 and < value for spine point F49	049
> = value for spine point F49 and < value for spine point F50	050
> = value for spine point F50 and < value for spine point F51	051
> = value for spine point F51	052
0	$$$
Null	Null*

(* This is an error, highlighting that a value in the collection's Contract.SPOINT field is not contained in the relevant country's t_lookup_Cyy025_spoint table f_spoint column, which results in a 'Null' value in the derived field XSALR01, which is passed into XSALPNT01. This prevents the derived function for XSALPNT01 from failing. Nulls are to be identified at impossible values testing to flag the issue to HESA's Data Management team.)