

University of Cambridge: Single Salary Spine as at 1st August 2014

					4			Gra	ides		П								
Point on scale		1	2	3											2		Point on	From 1 August 2013	From 1 August
	Т					5	6	7	8	9	10	11					scale	2013	2014
10													Band 1	Band 2	Band 3	Band 4	100	£169,947	£173,346
																+	99	£165,002	£168,302
																+	98 97	£160,199 £155,538	£163,403 £158,649
																+	96	£155,536 £151,011	£154,031
																+	95	£146,618	£149,550
	-															+	94	£142,351	£145,198
<u> </u>																*	93 92	£138,210 £134,189	£140,974 £136,873
																*	91	£130,286	£132,892
)																*	90	£126,496	£129,026
3																*	89 88	£122,816 £119,244	£125,272 £121,629
,															+	*	87	£115,775	£118,091
;															*		86	£112,405	£114,653
															*		85 84	£109,138 £105,963	£111,321 £108,082
															*		83	£102,882	£104,940
2														+	*		82	£99,889	£101,887
	-				-		-				-			+	*		81	£96,984 £94,164	£98,924 £96,047
)														*			80 79	£94,164 £91,425	£93,254
3														*			78	£88,767	£90,542
														•			77	£86,187	£87,911
; ;				<del>                                     </del>	+	*			76 75	£83,680 £81,247	£85,354 £82,872								
													*				74	£78,884	£80,462
													*				73	£76,592	£78,124
													*				72 71	£74,367 £72,204	£75,854 £73,648
)													*				70	£70,104	£71,506
)													*				69	£68,067	£69,428
													*				68	£66,089	£67,411 £65,453
;												6* 5*					67 66	£64,170 £62,306	£63,552
;												4*					65	£60,496	£61,706
											6*	3*					64	£58,738	£59,913
	-				-		-				5* 4*	2*					63 62	£57,031 £55,375	£58,172 £56,482
										13*	3						61	£53,765	£54,841
)										12*	2						60	£52,204	£53,248
9										11*	1						59	£50,688	£51,702
7									14* 13*	10*							58 57	£49,216 £47,787	£50,200 £48,743
3									12*	8							56	£46,400	£47,328
5									11	7							55	£45,053	£45,954
3	-				-		-		10	6							54 53	£43,745 £42,476	£44,620 £43,325
2								14*	8	4							52	£42,470 £41,242	£42,067
								13*	7	3							51	£40,046	£40,847
)								12*	6	2							50	£38,907	£39,685
3							12*	11* 10	5 4	1							49 48	£37,756 £36,661	£38,511 £37,394
7							11*	9	3								47	£35,597	£36,309
3							10*	8	2								46	£34,565	£35,256
						11*	9*	7	1								45 44	£33,562 £32,590	£34,233 £33,242
3						10*	7*	5									43	£31,644	£32,277
2						9*	6	4									42	£30,728	£31,342
	_	-	-			8*	5	3									41	£29,837	£30,434
)		1	1	-		6*	3	1		-		-					40 39	£28,972 £28,132	£29,552 £28,695
}					10*	5	2										38	£27,318	£27,864
		$\vdash$	$\vdash$		9* 8*	4	1										37	£26,527	£27,057
				<b>-</b>	8* 7*	2	<del>                                     </del>	<del>                                     </del>	<b>-</b>	<b>-</b>	<del>                                     </del>	<b>-</b>					36 35	£25,759 £25,013	£26,274 £25,513
					6	1											34	£24,289	£24,775
				10*	5												33	£23,585	£24,057
				9* 8*	3	<del>                                     </del>	<b> </b>	-	<b> </b>	<b> </b>	<b> </b>	<b> </b>					32 31	£22,927 £22,240	£23,386 £22,685
)				7*	2		l				l						30	£22,240 £21,597	£22,085 £22,029
				6	1												29	£20,972	£21,391
			10*	5													28	£20,374	£20,781
;		1	9* 8*	3	<del>                                     </del>	<b> </b>	1	1	<b> </b>	<b> </b>	1	<b> </b>					27 26	£19,802 £19,247	£20,198 £19,632
		L	7*	2													25	£19,247 £18,708	£19,032
			6	1													24	£18,185	£18,549
	_	-	5	<u> </u>	<b> </b>	<b> </b>	<b> </b>	-	<b> </b>	<b> </b>	<b> </b>	<b> </b>					23	£17,678 £17,184	£18,031
		9*	3														22	£17,184 £16,705	£17,528 £17,039
		8*	2															£16,252	£16,577
1		7*	1														19	£15,814	£16,131
	-	6*	-					<b> </b>									18 17	£15,456 £15,054	£15,765 £15,356
		4			l		l				l						17	£15,054 £14,665	£15,356 £14,959
		3															15	£14,344	£14,631
		2															14	£13,977	£14,257
	T12	1															13 12	£13,621 £13,272	£13,953 £13,537
	T11																11	£13,272 £12,936	£13,195
)	T10																10	£12,611	£12,863
	T9	1	<u> </u>		l	l	l	<u> </u>					9	£12,295	£12,541				

5:

- 2: 3: 4:

- An asterisk (\*) denotes a contribution point and progress through these is awarded on merit. A plus sign (+) denotes a spine point effective from 1 January 2014. Grade T is for staff who are studying for an approved qualification or undergoing 'in-service' training.

  On 1 January 2010 the first contribution points of grades 2, 3, and 4 became service points.

  University Lecturers (ULs) and University Senior Lecturers (USLs) will be appointed to grades 9 and 10 respectively.

  ULs may progress through service points 1–9 of grade 9.

  USLs may progress through service points 1–3 and contribution points 4-5 of grade 10.

  Readers will only be appointed to point 2 in grade 11 (point 63).

  Research Associates and Senior Research Associates will be appointed to grades 7 and 9 respectively.

  Research Assistants are appointed to Grade 5.

  The contribution points in grades 9 and 11 do not apply to ULs and Readers. They apply to academic-related staff.

  The professorial minimum will be point 68 in band 1 of grade 12.

  For academic staff (other than Professors and USLs) contribution will be recognised through the promotions procedure as now and not by use of contribution points. USLs will also have access to the Senior Academic Promotions procedure under which they may also be awarded contribution points 4-5 in Grade 10.

  Academic-related professorial-equivalent staff will be appointed on the contribution bands of grade 12 according to the HERA points boundaries for each level.

  Specific arrangements will apply to progression in service-related points occurs on the incremental date which will normally be on the anniversary of appointments or 1 April, 1 July or 1 October respectively for staff engaged on terms and conditions for Manual, Clerical/Secretarial and Technicial Division appointments.

  Direct employees of the University appointed to grade 1 will not be paid below spine point 16, with effect from 1 August 2014.

  Points 32 and 50 were aligned to the National Single Pay Spine for Higher Education Academic and Support S