

## Notes

- 1: 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.
- 2: Grade 7 is for staff who are studying for an approved qualification or undergoing 'in-service' training.
- 3: On 1 January 2010 the first contribution points of grades 2, 3, and 4 became service points.
- 4: 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).
- 5: 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 professional minimum will be point 68 in band 1 of grade 12.
- 6: 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.
- 7: Academic-related professional-equivalent staff will be appointed on the contribution bands of grade 12 according to the HERA points boundaries for each level.
- 8: Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.
- 9: Incremental progression through the service related points occurs on the incremental date which will normally be on the anniversary of appointment or 1 April, 1 July or 1 October respectively for staff engaged on terms and conditions for Manual, Clerical/Secretarial and Technical Division appointments.
- 10: Direct employees of the University appointed to grade 1 will not be paid below spine point 16, with effect from 1 January 2014.
- 11: Points 32 and 50 were aligned to the National Single Pay Spine for Higher Education Academic and Support Staff, as negotiated by the Universities and Colleges Employers Association on behalf of UK higher education employers, with effect from 1 January 2014.