

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

Point on scale	Grades											Point on scale	From 1 August 2013	From 1 August 2014				
	T	1	2	3	4	5	6	7	8	9	10				11			
									12									
								Band 1	Band 2	Band 3	Band 4							
100																100	£169,947	£173,346
99																99	£165,002	£168,302
98																98	£160,199	£163,403
97																97	£155,538	£158,649
96																96	£151,011	£154,031
95																95	£146,618	£149,550
94																94	£142,351	£145,198
93																93	£138,210	£140,974
92																92	£134,189	£136,873
91																91	£130,286	£132,892
90																90	£126,496	£129,026
89																89	£122,816	£125,272
88																88	£119,244	£121,629
87																87	£115,775	£118,091
86																86	£112,405	£114,653
85																85	£109,138	£111,321
84																84	£105,963	£108,082
83																83	£102,882	£104,940
82																82	£99,889	£101,887
81																81	£96,984	£98,924
80																80	£94,164	£96,047
79																79	£91,425	£93,254
78																78	£88,767	£90,542
77																77	£86,187	£87,911
76																76	£83,680	£85,354
75																75	£81,247	£82,872
74																74	£78,884	£80,462
73																73	£76,592	£78,124
72																72	£74,367	£75,854
71																71	£72,204	£73,648
70																70	£70,104	£71,506
69																69	£68,067	£69,428
68																68	£66,089	£67,411
67																67	£64,170	£65,453
66																66	£62,306	£63,552
65																65	£60,496	£61,706
64																64	£58,738	£59,913
63																63	£57,031	£58,172
62																62	£55,375	£56,482
61																61	£53,765	£54,841
60																60	£52,204	£53,248
59																59	£50,688	£51,702
58																58	£49,216	£50,200
57																57	£47,787	£48,743
56																56	£46,400	£47,328
55																55	£45,053	£45,954
54																54	£43,745	£44,620
53																53	£42,476	£43,325
52																52	£41,242	£42,067
51																51	£40,046	£40,847
50																50	£38,907	£39,685
49																49	£37,756	£38,511
48																48	£36,661	£37,394
47																47	£35,597	£36,309
46																46	£34,565	£35,256
45																45	£33,562	£34,233
44																44	£32,590	£33,242
43																43	£31,644	£32,277
42																42	£30,728	£31,342
41																41	£29,837	£30,434
40																40	£28,972	£29,552
39																39	£28,132	£28,695
38																38	£27,318	£27,864
37																37	£26,527	£27,057
36																36	£25,759	£26,274
35																35	£25,013	£25,513
34																34	£24,289	£24,775
33																33	£23,585	£24,057
32																32	£22,927	£23,386
31																31	£22,240	£22,685
30																30	£21,597	£22,029
29																29	£20,972	£21,391
28																28	£20,374	£20,781
27																27	£19,802	£20,198
26																26	£19,247	£19,632
25																25	£18,708	£19,083
24																24	£18,185	£18,549
23																23	£17,678	£18,031
22																22	£17,184	£17,528
21																21	£16,705	£17,039
20																20	£16,252	£16,577
19																19	£15,814	£16,131
18																18	£15,456	£15,765
17																17	£15,054	£15,356
16																16	£14,665	£14,959
15																15	£14,344	£14,631
14																14	£13,977	£14,257
13																13	£13,621	£13,953
12																12	£13,272	£13,637
11																11	£12,936	£13,195
10																10	£12,611	£12,863
9																9	£12,295	£12,541

Notes

- 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 professional 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 professional-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 on some grades in compliance with the Memorandum of Understanding.
- 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.
- 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 Staff, as negotiated by the Universities and Colleges Employers Association on behalf of UK higher education employers, with effect from 1 January 2014.
- On 1 January 2015 the first contribution points of grades 1, 5, and 6 became service points.