

Point on scale	Grades													Point on scale	Single spine salary				
	T	1	2	3	4	5	6	7	8	9	10	11	12				From 1 August 2016	From 1 August 2017	
													Band 1		Band 2	Band 3	Band 4		
100																*	100	£177,005	£180,014
99																*	99	£171,855	£174,776
98																*	98	£166,852	£169,689
97																*	97	£161,998	£164,752
96																*	96	£157,282	£159,956
95																*	95	£152,708	£155,304
94																*	94	£148,263	£150,784
93																*	93	£143,950	£146,397
92																*	92	£139,763	£142,139
91																*	91	£135,697	£138,004
90																*	90	£131,749	£133,989
89																*	89	£127,917	£130,091
88																*	88	£124,196	£126,308
87																*	87	£120,584	£122,634
86																*	86	£117,074	£119,064
85																*	85	£113,671	£115,603
84																*	84	£110,364	£112,240
83																*	83	£107,155	£108,977
82																*	82	£104,038	£105,807
81																*	81	£101,012	£102,729
80																*	80	£98,074	£99,741
79																*	79	£95,223	£96,842
78																*	78	£92,453	£94,025
77																*	77	£89,767	£91,293
76																*	76	£87,156	£88,638
75																*	75	£84,622	£86,060
74																*	74	£82,161	£83,558
73																*	73	£79,773	£81,129
72																*	72	£77,456	£78,772
71																*	71	£75,202	£76,481
70																*	70	£73,015	£74,257
69																*	69	£70,893	£72,099
68																*	68	£68,834	£70,004
67																*	67	£66,835	£67,971
66																*	66	£64,894	£65,997
65																*	65	£63,009	£64,080
64																*	64	£61,178	£62,218
63																*	63	£59,400	£60,410
62																*	62	£57,674	£58,655
61																*	61	£55,998	£56,950
60																*	60	£54,372	£55,297
59																*	59	£52,793	£53,691
58																*	58	£51,260	£52,132
57																*	57	£49,772	£50,618
56																*	56	£48,327	£49,149
55																*	55	£46,924	£47,722
54																*	54	£45,562	£46,336
53																*	53	£44,240	£44,992
52																*	52	£42,955	£43,685
51																*	51	£41,709	£42,418
50																*	50	£40,523	£41,212
49																*	49	£39,324	£39,992
48																*	48	£38,183	£38,833
47																*	47	£37,075	£37,706
46																*	46	£36,001	£36,613
45																*	45	£34,956	£35,550
44																*	44	£33,943	£34,520
43																*	43	£32,958	£33,518
42																*	42	£32,004	£32,548
41																*	41	£31,076	£31,604
40																*	40	£30,175	£30,688
39																*	39	£29,301	£29,799
38																*	38	£28,452	£28,936
37																*	37	£27,629	£28,098
36																*	36	£26,829	£27,285
35																*	35	£26,052	£26,495
34																*	34	£25,298	£25,728
33																*	33	£24,565	£24,983
32																*	32	£23,879	£24,285
31																*	31	£23,164	£23,557
30																*	30	£22,494	£22,876
29																*	29	£21,843	£22,214
28																*	28	£21,220	£21,585
27																*	27	£20,624	£20,989
26																*	26	£20,046	£20,411
25																*	25	£19,485	£19,850
24																*	24	£18,940	£19,305
23																*	23	£18,412	£18,777
22																*	22	£17,898	£18,263
21																*	21	£17,399	£17,764
20																*	20	£16,961	£17,326
19																*	19	£16,618	£16,983
18																*	18	£16,289	£16,654
17																*	17	£15,976	£16,341
16																*	16	£15,670	£16,035
15																*	15	£15,356	£15,721
14																*	14	£15,052	£15,417
13																*	13	£14,767	£15,126
12																*	12	£14,327	£14,675
11																*	11	£13,965	£14,304
10																*	10		
9																*	9		
8																*	8		
7																*	7		
6																*	6		
5																*	5		
4																*	4		
3																*	3		
2																*	2		
1																*	1		
T																*	T		
T13																*	T13		
T12																*	T12		
T11																*	T11		

- Note 1: An asterisk (\*) denotes a contribution point and progress through these is awarded on merit.
- Note 2: Grade T is for staff who are studying for an approved qualification or undergoing 'in-service' training.
- Note 3: On 1 January 2010 the first contribution points of grades 2, 3, and 4 became service points.
- Note 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). Senior Research Associates will be appointed to grade 9. Research Associates will be appointed to grade 7 spine point 40 from 6 April 2017 and to spine point 41 from 1 October 2017. Research Assistants will be 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.
- Note 5: 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.
- Note 6: Academic-related professional-equivalent staff will be appointed on the contribution bands of grade 12 according to the HERA points boundaries for each level.
- Note 7: Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.
- Note 8: 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.
- Note 9: Direct employees of the University appointed to grade 1 will not be paid below spine point 17, with effect from 1 November 2015.
- Note 10: 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.
- Note 11: On 1 January 2015 the first contribution points of grades 1, 5, and 6 became service points.
- Note 12: Spine point 13 was removed from the National Spine and the University's grade 1 with effect from 1 August 2016