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

On 1 January 2015 the first contribution points of grades 1, 5, and 6 became service points.

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.

Research Assistants will be appointed to grade 5.

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

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

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.

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

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

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

The professional minimum is the point 1 in band 1 of grade 12.

For academic staff (other than Professors and USLs) a contribution will be recognised through the promotions procedure as soon and not by use of contribution points.

ULs will 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.

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 applying for an approved qualification or undergoing in-service training.

Note 3: On 1 January 2010 the first contribution points of grades 2, 3, and 6 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 6.

Research Associates will be appointed to grade 7 from point 41 from 6 April 2017 and to point 61 from 1 October 2017.

Research Associates will be appointed to grade 7.

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

The professional minimum is the point 1 in band 1 of grade 12.

For academic staff (other than Professors and USLs) a contribution will be recognised through the promotions procedure as soon and not by use of contribution points.

ULs will 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.

Staff engaged on terms and conditions for Manual, Clerical/Secretarial and Technical Division appointments.

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.

Note 5: For academic staff (other than Professors and USLs) a contribution will be recognised through the promotions procedure as soon and not by use of contribution points.

ULs will 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.

Staff engaged on terms and conditions for Manual, Clerical/Secretarial and Technical Division appointments.

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.

Note 6: 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 7: On 1 January 2015 the first contribution points of grades 1, 5, and 6 became service points.

Note 8: Spine point 15 was removed from the National Spine and the University’s grade 1 will effect from 1 August 2016.