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<th>11</th>
<th>12</th>
<th>From 1 August 2016</th>
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Note 1: See Table below for contribution point and progression through these is awarded on merit.

Note 2: Grade T is for staff who are working on an approved qualification or undergoing in-service training.

Note 3: On 1 January 2015 the first contribution point of grades 1, 5, and 6 became service points.

Note 4: University Lecturers (ULs) and University Senior Lecturers (USLs) will be appointed to grades 9 and 10 respectively.

Note 5: ULs may progress through service points 1–3 of grade 9.

Note 6: ULs may progress through service points 4–6 of grade 10.

Note 7: Readers will only be appointed to point 2 in grade 11 (point 63).

Note 8: USLs may progress through service points 1–3 and contribution points 4–5 of grade 10.

Note 9: USLs may progress through service points 4–6 of grade 10.

Note 10: Readers will only be appointed to point 2 in grade 11 (point 63).

Note 11: Senior Research Associates will be appointed to grade 9.

Note 12: Research Associates will be appointed to grade 7.

Note 13: The contribution points in grades 1–11 do not apply to ULs and Readers. They apply to academic-related staff.

Note 14: Academic-related professional equivalent staff will be appointed on the contribution bands of grade 12 according to the HEA points boundaries for each level.

Note 15: Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.

Note 16: Incremental progression through the service related points occurs on the incremental date which will normally be the anniversary of appointment on 1 April 1, July 1 or 1 October respectively for staff engaged in terms and conditions for Manual, Clerical/Secretarial and Technical Division appointments.

Note 17: Direct employees of the University appointed to grade 1 will not be paid below point 16, with effect from 1 November 2017.

Note 18: Shorten or change some elements' width.

Note 19: 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 employees, with effect from 1 January 2014.

Note 20: On 1 January 2015 the first contribution points of grades 1, 5, and 6 became service points.

Note 21: Spine point 13 was removed from the National Spine and the University's grade 1 with effect from 1 August 2016.