

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 2017	From 1 August 2018	
														Band 1		Band 2	Band 3	Band 4	
100															*	100	£180,014	£183,614	
99															*	99	£174,776	£178,272	
98															*	98	£169,689	£173,083	
97															*	97	£164,752	£168,047	
96															*	96	£159,956	£163,155	
95															*	95	£155,304	£158,410	
94															*	94	£150,784	£153,799	
93															*	93	£146,397	£149,325	
92															*	92	£142,139	£144,981	
91															*	91	£138,004	£140,764	
90															*	90	£133,989	£136,669	
89															*	89	£130,091	£132,693	
88															*	88	£126,308	£128,834	
87															*	87	£122,634	£125,087	
86															*	86	£119,064	£121,445	
85															*	85	£115,603	£117,915	
84															*	84	£112,240	£114,485	
83															*	83	£108,977	£111,156	
82															*	82	£105,807	£107,923	
81															*	81	£102,729	£104,784	
80															*	80	£99,741	£101,736	
79															*	79	£96,842	£98,779	
78															*	78	£94,025	£95,905	
77															*	77	£91,293	£93,119	
76															*	76	£88,638	£90,411	
75															*	75	£86,060	£87,781	
74															*	74	£83,558	£85,229	
73															*	73	£81,129	£82,752	
72															*	72	£78,772	£80,348	
71															*	71	£76,481	£78,010	
70															*	70	£74,257	£75,742	
69															*	69	£72,099	£73,540	
68															*	68	£70,004	£71,404	
67															*	67	£67,971	£69,331	
66															*	66	£65,997	£67,317	
65															*	65	£64,080	£65,361	
64															*	64	£62,218	£63,462	
63															*	63	£60,410	£61,618	
62															*	62	£58,655	£59,828	
61															*	61	£56,950	£58,089	
60															*	60	£55,297	£56,403	
59															*	59	£53,691	£54,765	
58															*	58	£52,132	£53,174	
57															*	57	£50,618	£51,630	
56															*	56	£49,149	£50,132	
55															*	55	£47,722	£48,677	
54															*	54	£46,336	£47,263	
53															*	53	£44,992	£45,892	
52															*	52	£43,685	£44,559	
51															*	51	£42,418	£43,267	
50															*	50	£41,212	£42,036	
49															*	49	£39,992	£40,792	
48															*	48	£38,833	£39,609	
47															*	47	£37,706	£38,460	
46															*	46	£36,613	£37,345	
45															*	45	£35,550	£36,261	
44															*	44	£34,520	£35,211	
43															*	43	£33,518	£34,189	
42															*	42	£32,548	£33,199	
41															*	41	£31,604	£32,236	
40															*	40	£30,688	£31,302	
39															*	39	£29,799	£30,395	
38															*	38	£28,936	£29,515	
37															*	37	£28,098	£28,660	
36															*	36	£27,285	£27,830	
35															*	35	£26,495	£27,025	
34															*	34	£25,728	£26,243	
33															*	33	£24,983	£25,482	
32															*	32	£24,285	£24,771	
31															*	31	£23,557	£24,029	
30															*	30	£22,876	£23,334	
29															*	29	£22,214	£22,659	
28															*	28	£21,585	£22,017	
27															*	27	£20,989	£21,414	
26															*	26	£20,411	£20,836	
25															*	25	£19,850	£20,275	
24															*	24	£19,305	£19,730	
23															*	23	£18,777	£19,202	
22															*	22	£18,263	£18,688	
21															*	21	£17,764	£18,189	
20															*	20	£17,326	£17,751	
19															*	19	£16,983	£17,408	
18															*	18	£16,654	£17,079	
17															*	17	£16,341	£16,766	
16															*	16	£16,035	£16,460	
15															*	15	£15,721	£16,146	
14															*	14	£15,417	£15,842	
13															*	13	£15,126	£15,543	
12															*	12	£14,875	£15,080	
11															*	11	£14,304	£14,699	

- 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 18, with effect from 1 November 2017.
- 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