

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 2018	From 1 August 2019		
													Band 1		Band 2	Band 3	Band 4			
100																*	100	£183,614	£186,919	
99																*	99	£178,272	£181,481	
98																*	98	£173,083	£176,198	
97																*	97	£168,047	£171,071	
96																*	96	£163,155	£166,092	
95																*	95	£158,410	£161,261	
94																*	94	£153,799	£156,568	
93																*	93	£149,325	£152,013	
92																*	92	£144,981	£147,591	
91																*	91	£140,764	£143,298	
90																*	90	£136,669	£139,129	
89																	12 Band 3	89	£132,693	£135,082
88																*	88	£128,834	£131,153	
87																*	87	£125,087	£127,338	
86																*	86	£121,445	£123,631	
85																*	85	£117,915	£120,038	
84																*	84	£114,485	£116,546	
83																	12 Band 2	83	£111,156	£113,157
82																*	82	£107,923	£109,865	
81																*	81	£104,784	£106,670	
80																*	80	£101,736	£103,567	
79																*	79	£98,779	£100,557	
78																*	78	£95,905	£97,631	
77																	12 Band 1	77	£93,119	£94,795
76																*	76	£90,411	£92,038	
75																*	75	£87,781	£89,362	
74																*	74	£85,229	£86,763	
73																*	73	£82,752	£84,241	
72																*	72	£80,348	£81,794	
71																*	71	£78,010	£79,414	
70																*	70	£75,742	£77,105	
69																*	69	£73,540	£74,864	
68																*	68	£71,404	£72,689	
67																	Grade 11	67	£69,331	£70,579
66																	6*	66	£67,317	£68,529
65																	5*	65	£65,361	£66,538
64																	6*	64	£63,462	£64,604
63																	5*	63	£61,618	£62,727
62																	Grade 9	62	£59,828	£60,905
61																	4*	61	£58,089	£59,135
60																	3*	60	£56,403	£57,418
59																	13*	59	£54,765	£55,751
58																	12*	58	£53,174	£54,131
57																	11*	57	£51,630	£52,559
56																	10*	56	£50,132	£51,034
55																	9*	55	£48,677	£49,553
54																	8*	54	£47,263	£48,114
53																	7*	53	£45,892	£46,718
52																	6*	52	£44,559	£45,361
51																	5*	51	£43,267	£44,046
50																	4*	50	£42,036	£42,793
49																	3*	49	£40,792	£41,526
48																	2*	48	£39,609	£40,322
47																	1*	47	£38,460	£39,152
46																	11*	46	£37,345	£38,017
45																	10*	45	£36,261	£36,914
44																	9*	44	£35,211	£35,845
43																	8*	43	£34,189	£34,804
42																	7*	42	£33,199	£33,797
41																	6*	41	£32,236	£32,816
40																	5*	40	£31,302	£31,865
39																	4*	39	£30,395	£30,942
38																	3*	38	£29,515	£30,046
37																	2*	37	£28,660	£29,176
36																	1*	36	£27,830	£28,331
35																	10*	35	£27,025	£27,511
34																	9*	34	£26,243	£26,715
33																	8*	33	£25,482	£25,941
32																	7*	32	£24,771	£25,217
31																	6*	31	£24,029	£24,461
30																	5*	30	£23,334	£23,754
29																	4*	29	£22,659	£23,067
28																	3*	28	£22,017	£22,417
27																	2*	27	£21,414	£21,814
26																	1*	26	£20,836	£21,236
25																	10*	25	£20,275	£20,675
24																	9*	24	£19,730	£20,130
23																	8*	23	£19,202	£19,612
22																	7*	22	£18,688	£19,133
21																	6*	21	£18,189	£18,709
20																	5*	20	£17,751	£18,342
19																	4*	19	£17,408	£18,009
18	See Note 9:																3*	18	£17,079	£17,682
17																	2*	17	£16,766	£17,361
16																	1*	16	£16,460	£17,046
15																	10*	15	£16,146	£16,736
14	T Grade																9*	14	£15,842	£16,420
13	T13																8*	13	£15,543	£16,111
12	T12																7*	12	£15,080	£15,630
11	T11																6*	11	£14,699	£15,236

- 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 and on 1 January 2015 the first contribution points 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. 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.