

University of Cambridge: The Single Salary Spine rates were last revised 1st August 2023

For information on the current and previous pay awards please see <https://www.hr.admin.cam.ac.uk/pay-benefits/pay-and-reward/pay/annual->

Point on scale	Grades												Point on scale	Single spine salary	
	5	6	7	8	9	10	11	12				01-Aug-23		GMHC Rate	
								Band 1	Band 2	Band 3	Band 4				
100											*	100	£205,186	£106.14	
99											*	99	£199,215	£103.05	
98											*	98	£193,416	£100.05	
97											*	97	£187,788	£97.14	
96											*	96	£182,322	£94.31	
95											*	95	£177,020	£91.57	
94											*	94	£171,869	£88.90	
93											*	93	£166,868	£86.31	
92											*	92	£162,014	£83.80	
91											*	91	£157,301	£81.37	
90											*	90	£152,725	£79.00	
89											*	89	£148,282	£76.70	
88										*	*	88	£143,970	£74.47	
87										*	*	87	£139,781	£72.30	
86										*		86	£135,713	£70.20	
85										*		85	£131,769	£68.16	
84										*		84	£127,935	£66.18	
83										*		83	£124,215	£64.25	
82									*	*		82	£120,601	£62.38	
81									*	*		81	£117,094	£60.57	
80									*			80	£113,689	£58.81	
79									*			79	£110,383	£57.10	
78									*			78	£107,171	£55.44	
77									*			77	£104,059	£53.83	
76								*	*			76	£101,033	£52.26	
75								*	*			75	£98,094	£50.74	
74								*				74	£95,241	£49.26	
73								*				73	£92,474	£47.83	
72								*				72	£89,788	£46.44	
71								*				71	£87,174	£45.09	
70								*				70	£84,641	£43.78	
69								*				69	£82,180	£42.51	
68												68	£79,792	£41.27	
67												67	£77,476	£40.08	
66												66	£75,226	£38.91	
65												65	£73,040	£37.78	
64												64	£70,917	£36.68	
63												63	£68,857	£35.62	
62												62	£66,857	£34.58	
61												61	£64,914	£33.58	
60												60	£63,029	£32.60	
59												59	£61,198	£31.66	
58												58	£59,421	£30.74	
57												57	£57,696	£29.84	
56												56	£56,021	£28.98	
55												55	£54,395	£28.14	
54												54	£52,815	£27.32	
53												53	£51,283	£26.53	
52												52	£49,794	£25.76	
51												51	£48,350	£25.01	
50												50	£46,974	£24.30	
49												49	£45,585	£23.58	
48												48	£44,263	£22.90	
47												47	£42,978	£22.23	
46												46	£41,732	£21.59	
45												45	£40,521	£20.96	
44												44	£39,347	£20.35	
43												43	£38,205	£19.76	
42												42	£37,099	£19.19	
41												41	£36,024	£18.63	
40												40	£34,980	£18.09	
39												39	£33,966	£17.57	
38												38	£32,982	£17.06	
37												37	£32,332	£16.72	
36												36	£31,396	£16.24	
35												35	£30,487	£15.77	
34												34	£29,605	£15.31	

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: Assistant Professors (Grade 9) and Associate Professors (Grade 10) will be appointed to grades 9 and 10
 Assistant Professors (Grade 9) may progress through service points 1–9 of grade 9.
 Associate Professors (Grade 10) may progress through service points 1–3 and contribution points 4-5 of grade 10
 Professors (Grade 11) 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 April 2022
 Research Assistants will be appointed to grade 5.
 The contribution points in grade 9 do not apply to Associate Professors (Grade 9) and likewise the contribution points in grade 11 do not apply to Professors (Grade 11). They apply to academic-related staff.
 The professorial minimum will be point 68 in band 1 of grade 12.

Note 5: For academic staff (other than Professors (Grade 12) contribution will be recognised through the promotions procedure as now and not by use of contribution points.

Note 6: Academic-related professorial-equivalent staff will be appointed on the contribution bands of grade 12 according to the University's promotion policy.

Note 7: Specific arrangements will apply to progression in service-related points on some grades in compliance with the University's promotion policy.

Note 8: 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: Staff, as negotiated by the Universities and Colleges Employers Association on behalf of UK higher education employers, with effect from 1 January 2014.

Note 10: Spine points 13 and 14 have been removed from the National Spine and the University's grade 1 with effect from 1 August 2017

Note 11: November 2022

Note 12: Direct employees of the University appointed to grade 2 will not be paid below spine point 22, with effect from 1 August 2022