

Point on scale		Grades																Point on scale	Single spine salary		
		T	1	2	3	4	5	6	7	8	9	10	11	12					01-Feb-23	01-Aug-23	
														Band 1	Band 2	Band 3	Band 4				
Cambridge extension to national spine	100																*	100	£199,323	£205,186	
	99																*	99	£193,524	£199,215	
	98																*	98	£187,890	£193,416	
	97																*	97	£182,423	£187,788	
	96																*	96	£177,113	£182,322	
	95																*	95	£171,962	£177,020	
	94																*	94	£166,959	£171,869	
	93																*	93	£162,100	£166,868	
	92																*	92	£157,385	£162,014	
	91																*	91	£152,806	£157,301	
	90																*	90	£148,361	£152,725	
	89																*	89	£144,045	£148,282	
	88																*	*	88	£139,856	£143,970
	87																*	*	87	£135,788	£139,781
	86																*		86	£131,835	£135,713
	85																*		85	£128,004	£131,769
	84																*		84	£124,280	£127,935
	83																*		83	£120,666	£124,215
	82																*	*	82	£117,155	£120,601
	81																*	*	81	£113,748	£117,094
	80																*		80	£110,441	£113,689
	79																*		79	£107,230	£110,383
	78																*		78	£104,109	£107,171
	77																*		77	£101,086	£104,059
	76														*	*			76	£98,146	£101,033
	75														*	*			75	£95,291	£98,094
	74														*				74	£92,520	£95,241
	73														*				73	£89,831	£92,474
	72														*				72	£87,222	£89,788
	71														*				71	£84,683	£87,174
	70														*				70	£82,222	£84,641
	69														*				69	£79,832	£82,180
	68												Grade 11	*					68	£77,512	£79,792
	67												6*						67	£75,263	£77,476
	66												5*						66	£73,077	£75,226
	65												Grade 10	4*					65	£70,953	£73,040
	64												6*	3*					64	£68,891	£70,917
National Spine (Framework Agreement)	63												5*	2*				63	£66,890	£68,857	
	62											Grade 9	4*	1*				62	£64,946	£66,857	
	61											13*	3					61	£63,059	£64,914	
	60											12*	2					60	£61,228	£63,029	
	59											Grade 8	11*	1				59	£59,450	£61,198	
	58											14*	10*					58	£57,723	£59,421	
	57											13*	9					57	£56,048	£57,696	
	56											12*	8					56	£54,421	£56,021	
	55											11	7					55	£52,841	£54,395	
	54											10	6					54	£51,306	£52,815	
	53											Grade 7	9	5				53	£49,841	£51,283	
	52											14*	8	4				52	£48,423	£49,794	
	51											13*	7	3				51	£47,047	£48,350	
	50											12*	6	2				50	£45,737	£46,974	
	49											Grade 6	11*	5	1			49	£44,414	£45,585	
	48											12*	10	4				48	£43,155	£44,263	
	47											11*	9	3				47	£41,931	£42,978	
	46											10*	8	2				46	£40,745	£41,732	
	45											Grade 5	9*	7	1			45	£39,592	£40,521	
	44											11*	8*	6				44	£38,474	£39,347	
	43											10*	7	5				43	£37,386	£38,205	
	42											9*	6	4				42	£36,333	£37,099	
	41											8*	5	3				41	£35,308	£36,024	
	40											7*	4	2				40	£34,314	£34,980	
	39											Grade 4	6	3	1			39	£33,348	£33,966	
	38											10*	5	2				38	£32,411	£32,982	
	37											9*	4	1				37	£31,502	£32,332	
	36											8*	3					36	£30,619	£31,396	
	35											7*	2					35	£29,762	£30,487	
	34											Grade 3	6	1				34	£28,929	£29,605	
	33											10*	5					33	£28,131	£28,759	
	32											9*	4					32	£27,396	£27,979	
	31											8*	3					31	£26,642	£27,181	
	30											7*	2					30	£25,948	£26,444	
	29											Grade 2	6	1				29	£25,285	£25,742	
	28											10*	5					28	£24,715	£25,138	
	27											9*	4					27	£24,144	£24,533	
	26											8*	3					26	£23,662	£24,248	
	25											7*	2					25	£23,149	£23,700	
	24											6	1					24	£22,630	£23,144	
	23											5						23	£22,197	£22,681	
See Note 12	22			Grade 1	4													22	£21,761	£22,214	
See Note 11	21			8*	3													21	£21,400	£21,828	
Not in use (locally)	20			7*	2													20	£21,134	£21,543	
	19			6*	1													19	£20,863	£21,254	
	18			5														18	£20,578	£20,948	
	17			4														17	£20,333	£20,880	
	16			3														16	£20,092	£20,619	
Not in use (Nationally)	15			2														15	£19,898	£20,410	
	14		T Grade	1														14	£19,542	£20,025	
Trainees	13		T13															13	£19,193	£19,648	
(Steps 1 - 10 no longer in use)	12		T12															12	£18,650	£19,062	
	11		T11					</													

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 respectively. 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 October 2017. 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. Associate Professors (Grade 10) will also have access to the Academic Career Pathways scheme under which they may be awarded contribution points 4-5 in grade 10.

Note 6: Academic-related professorial-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: 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 10: Spine points 13 and 14 have been removed from the National Spine and the University's grade 1 with effect from 1 August 2016, and 1 August 2022 respectively

Note 11: Direct employees of the University appointed to grade 1 will not be paid below spine point 21, with effect from 1 November 2022

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