

University of Cambridge: The Single Salary Spine rates were last revised 1st August 2024

Point on scale		current	University of Cambridge: The Single Salary Spine rates were last revised 1st August 2024 current and previous pay awards please see https://www.hr.admin.cam.ac.uk/pay-benefits/pay-and-reward/pay/annual-pay-rev												view	Single spine salary		Interim				
		т	1	2	3	4	5	6	7	8	9	10	11			12		Point on scale			2.5% University	Total pay
														Band 1	Band 2	Band 3	Band 4	100	01-Aug-23 £205,186	01-Aug-24 £206,086	uplift	£206,086
	100 99																*	99	£199,215	£200,080		£200,000
	98																*	98	£193,416	£194,316		£194,316
	97 96																*	97 96	£187,788 £182,322	£188,688 £183,222		£188,688 £183,222
	95																*	95	£177,020	£177,920		£177,920
	94																*	94	£171,869	£172,769		£172,769
	93 92																*	93 92	£166,868 £162,014	£167,768 £162,914		£167,768 £162,914
	91																*	91	£157,301	£158,201		£158,201
Cambridge extension to national spine	90																*	90	£152,725	£153,625		£153,625
	89 88															*	*	89 88	£148,282 £143,970	£149,182 £144,870		£149,182 £144,870
	87															*	*	87	£139,781	£140,681		£140,681
	86															*		86	£135,713 £131,769	£136,613 £132,669		£136,613 £132,669
	85 84															*		85 84	£131,709 £127,935	£132,809 £128,835		£128,835
	83															*		83	£124,215	£125,115		£125,115
	82 81														*	*		82 81	£120,601 £117,094	£121,501 £117,994		£121,501 £117,994
	80														*			80	£113,689	£114,589		£114,589
	79														*			79	£110,383	£111,283		£111,283
	78 77			-					-						*			78 77	£107,171 £104,059	£108,071 £104,959		£108,071 £104,959
	76													*	*			76	£101,033	£101,933		£101,933
	75													*	*			75	£98,094	£98,994		£98,994
	74 73								 					*				74 73	£95,241 £92,474	£96,141 £93,374		£96,141 £93,374
	72													*				72	£89,788	£90,688		£90,688
	71													*				71	£87,174	£88,074		£88,074
	70 69													*				70 69	£84,641 £82,180	£85,541 £83,080		£85,541 £83,080
	68												Grade 11	*				68	£79,792	£80,692		£80,692
	67												6*					67	£77,476	£78,376		£78,376
	66 65											Grade 10	5* 4*					66 65	£75,226 £73,040	£76,126 £73,940		£76,126 £73,940
National Spine	64											6*	3*					64	£70,917	£71,817		£71,817
	63											5*	2*					63	£68,857	£69,757		£69,757
	62 61										Grade 9 13*	4* 3	1*					62 61	£66,857 £64,914	£67,757 £65,814		£67,757 £65,814
	60										12*	2						60	£63,029	£63,929		£63,929
	59									Grade 8	11*	1						59	£61,198	£62,098		£62,098
	58 57									14* 13*	10* 9							58 57	£59,421 £57,696	£60,321 £58,596		£60,321 £58,596
	56									12*	8							56	£56,021	£56,921		£56,921
	55									11	7							55	£54,395	£55,295		£55,295
	54 53								Grade 7	10 9	6 5							54 53	£52,815 £51,283	£53,715 £52,183		£53,715 £52,183
	52								14*	8	4							52	£49,794	£50,694		£50,694
	51								13*	7 6	3							51	£48,350	£49,250		£49,250 £47,874
	50 49							Grade 6	12* 11*	5	1							50 49	£46,974 £45,585	£47,874 £46,485		£46,485
	48							12*	10	4								48	£44,263	£45,163	£1,129	£46,292
	47 46							11* 10*	9	3								47 46	£42,978 £41,732	£43,878 £42,632	£1,097 £1,066	£44,975 £43,698
	45						Grade 5	9*	7	1								45	£40,521	£41,421	£1,035	£42,456
	44						11*	8*	6									44	£39,347	£40,247	£1,006	£41,253
	43 42						10* 9*	7 6	5 4					<u> </u>				43 42	£38,205 £37,099	£39,105 £37,999	£978 £950	£40,083 £38,949
	42						8*	5	3			<u> </u>						42	£37,099 £36,024	£37,999 £36,924	£930	£36,949 £37,847
	40						7*	4	2									40	£34,980	£35,880	£897	£36,777
(Framework Agreement)	39 38				-	Grade 4	6 5	3	1									39 38	£33,966 £32,982	£34,866 £33,882	£872 £847	£35,738 £34,729
Agroement)	37					9*	4	1										37	£32,332	£33,232	£831	£34,063
	36					8*	3											36	£31,396	£32,296	£807	£33,103
	35 34				Grade 3	7* 6	2											35 34	£30,487 £29,605	£31,387 £30,505	£785 £763	£32,172 £31,268
	33				10*	5												33	£28,759	£29,659	£741	£30,400
	32				9*	4												32	£27,979	£28,879	£722	£29,601
	31				8* 7*	3												31	£27,181 £26,444	£28,081 £27,344	£702 £684	£28,783 £28,028
	29			Grade 2	6	1												29	£25,742	£26,642	£666	£27,308
	28			10*	5													28	£25,138	£26,038	£651	£26,689
				9* 8*	3													27 26	£24,533 £24,248	£25,433 £25,148	£636 £629	£26,069 £25,777
	27 26			7*	2													25	£23,700	£24,600	£615	£25,215
	26 25			6	1													24	£23,144 £22,681	£24,044 £23,581	£601	£24,645
	26 25 24																	23 22	£22,681 £22,214	£23,581 £23,114	£590	£24,171
See Note 12 Not in use (locally)	26 25 24 23		Grade 1	5 4														21	£21,828	*		£23,296
See Note 12 Not in use (locally) See Note 11	26 25 24		Grade 1																221,020	£22,728	£568	,
Not in use (locally)	26 25 24 23 22 21 20		8* 7*	4														20	£21,543	£22,443		·
Not in use (locally)	26 25 24 23 22 21 20 19		8* 7* 6*	4 3														20 19	£21,543 £21,254		£568 £554	£22,708
Not in use (locally) See Note 11	26 25 24 23 22 21 20		8* 7*	4 3														20	£21,543	£22,443 £22,154		·
Not in use (locally) See Note 11 Not in use (locally)	26 25 24 23 22 21 20 19 18 17		8* 7* 6* 5 4 3	4 3														20 19 18 17 16	£21,543 £21,254 £20,948 £20,880 £20,619	£22,443 £22,154 £21,848 £21,780 £21,519	£554	£22,708
Not in use (locally) See Note 11	26 25 24 23 22 21 20 19 18 17 16 15		8* 7* 6* 5	4 3														20 19 18 17	£21,543 £21,254 £20,948 £20,880	£22,443 £22,154 £21,848 £21,780		·
Not in use (locally) See Note 11 Not in use (locally)	26 25 24 23 22 21 20 19 18 17	T Grade	8* 7* 6* 5 4 3 2	4 3														20 19 18 17 16 15	£21,543 £21,254 £20,948 £20,880 £20,619 £20,410	£22,443 £22,154 £21,848 £21,780 £21,519 £21,310	£554	£22,708

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

Grades 1, 5, and 6 became service points.

Note 4: Assistant Professors and Associate Professors (Grade 10) will be appointed to Grades 9 and 10 respectively.

Assistant Professors/Associate 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 10) may progress through service points 1–3 and contribution points 4–5 of Grade 10.

Professors (Grade 11) will be appointed to Grade 11. From 1 October 2024, Professors (Grade 11) can be appointed between point 63 and point

67. Prior to this date, Professors (Grade 11) could only be appointed to point 2 in Grade 11 (spine point 63).

Senior Research Associates will be appointed to grade 9.

Research Associates will be appointed to Grade 7 spine point 41 from 1 October 2017.

Research Assistants appointed to Grade 5 will not be paid below spine point 36 from 1 August 2024.

Until changes from 1 October 2025 are implemented, the contribution points in Grade 9 do not apply to Assistant Professors/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. See Reporter, 6751, 2023–24, p. 856.

The minimum for Professors at Grade 12 will be point 68 in band 1 of Grade 12.

Note 5: For academic staff (other than Professors at 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: UCEA has removed spine points 13 to 16 from the National Spine and therefore they are no longer included in Grade 1.

Note 11: Direct employees of the University appointed to grade 1 will not be paid below spine point 21 from 1 November 2022. Note 12: Direct employees of the University appointed to grade 2 will not be paid below spine point 23 from 1 November 2023.