

Point on scale		Grades																Point on scale	Single spine salary	
		T	1	2	3	4	5	6	7	8	9	10	11	12					Previous Rate	Current Rate
														Band 1	Band 2	Band 3	Band 4			
Cambridge extension to national spine	100																*	100	£186,919	£189,723
	99																*	99	£181,481	£184,203
	98																*	98	£176,198	£178,841
	97																*	97	£171,071	£173,637
	96																*	96	£166,092	£168,583
	95																*	95	£161,261	£163,680
	94																*	94	£156,568	£158,917
	93																*	93	£152,013	£154,293
	92																*	92	£147,591	£149,805
	91																*	91	£143,298	£145,447
	90																*	90	£139,129	£141,216
	89																*	89	£135,082	£137,108
	88																*	88	£131,153	£133,120
	87																*	87	£127,338	£129,248
	86																*	86	£123,631	£125,485
	85																*	85	£120,038	£121,839
	84																*	84	£116,546	£118,294
	83																*	83	£113,157	£114,854
	82																*	82	£109,865	£111,513
	81																*	81	£106,670	£108,270
	80																*	80	£103,567	£105,121
	79																*	79	£100,557	£102,065
	78																*	78	£97,631	£99,095
	77																*	77	£94,795	£96,217
	76													*	*			76	£92,038	£93,419
	75													*	*			75	£89,362	£90,702
	74													*				74	£86,763	£88,064
	73													*				73	£84,241	£85,505
	72													*				72	£81,794	£83,021
	71													*				71	£79,414	£80,605
	70													*				70	£77,105	£78,262
	69													*				69	£74,864	£75,987
	68												Grade 11	*				68	£72,689	£73,779
	67												6*					67	£70,579	£71,638
	66												5*					66	£68,529	£69,557
	65												Grade 10	4*				65	£66,538	£67,536
	64												6*	3*				64	£64,604	£65,573
National Spine (Framework Agreement)	63												5*	2*				63	£62,727	£63,668
	62											Grade 9	4*	1*				62	£60,905	£61,818
	61											13*	3					61	£59,135	£60,022
	60											12*	2					60	£57,418	£58,279
	59											Grade 8	11*	1				59	£55,751	£56,587
	58											14*	10*					58	£54,131	£54,943
	57											13*	9					57	£52,559	£53,348
	56											12*	8					56	£51,034	£51,799
	55											11	7					55	£49,553	£50,296
	54											10	6					54	£48,114	£48,835
	53											Grade 7	9	5				53	£46,718	£47,419
	52											14*	8	4				52	£45,361	£46,042
	51											13*	7	3				51	£44,046	£44,706
	50											12*	6	2				50	£42,793	£43,434
	49											Grade 6	11*	5	1			49	£41,526	£42,149
	48											12*	10	4				48	£40,322	£40,927
	47											11*	9	3				47	£39,152	£39,739
	46											10*	8	2				46	£38,017	£38,587
	45											Grade 5	9*	7	1			45	£36,914	£37,467
	44											11*	8*	6				44	£35,845	£36,382
	43											10*	7	5				43	£34,804	£35,326
	42											9*	6	4				42	£33,797	£34,304
	41											8*	5	3				41	£32,816	£33,309
	40											7*	4	2				40	£31,865	£32,344
	39											Grade 4	6	3	1			39	£30,942	£31,406
	38											10*	5	2				38	£30,046	£30,497
	37											9*	4	1				37	£29,176	£29,614
	36											8*	3					36	£28,331	£28,756
	35											7*	2					35	£27,511	£27,924
	34											Grade 3	6	1				34	£26,715	£27,116
	33											10*	5					33	£25,941	£26,341
	32											9*	4					32	£25,217	£25,627
	31											8*	3					31	£24,461	£24,871
	30											7*	2					30	£23,754	£24,174
	29											Grade 2	6	1				29	£23,067	£23,487
	28											10*	5					28	£22,417	£22,847
	27											9*	4					27	£21,814	£22,254
	26											8*	3					26	£21,236	£21,686
	25											7*	2					25	£20,675	£21,135
	24											6	1					24	£20,130	£20,600
	23											5						23	£19,612	£20,092
	22											Grade 1	4					22	£19,133	£19,623
	21											8*	3					21	£18,709	£19,209
See Notes 11 and 12	20			7*	2													20	£18,342	£18,852
Not in use	19			6*	1													19	£18,009	£18,529
	18			5														18	£17,682	£18,212
	17			4														17	£17,361	£17,901
	16			3														16	£17,046	£17,596
	15			2														15	£16,736	£17,338
Trainees (Steps 1 - 10 no longer in use)	14			T Grade	1													14	£16,420	£17,011
	13			T13														13	£16,111	£16,691
	12			T12														12	£15,630	£16,193
	11			T11														11	£15,236	£15,784

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: Associate Professors (Grade 9) and Associate Professors (Grade 10) will be appointed to grades 9 and 10 respectively. 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 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 11), Associate Professors (Grade 10), Associate Professors (Grade 9)) 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 Senior Academic Promotions procedure under which they may also 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 point 13 was removed from the National Spine and the University's grade 1 with effect from 1 August 2016

Note 11: Direct employees of the University appointed to grade 1 will not be paid below spine point 20, with effect from 1 March 2022.

Note 12: Direct employees on point 20 will receive