

Point on scale	Grades											Point on scale	Single spine salary						
	T	1	2	3	4	5	6	7	8	9	10		11	Band 1	Band 2	Band 3	Band 4	01-Aug-24	01-Mar-25
100															*		100	£206,086	£210,316
99															*		99	£200,115	£204,195
98															*		98	£194,316	£198,251
97															*		97	£188,688	£192,483
96															*		96	£183,222	£186,880
95															*		95	£177,920	£181,446
94															*		94	£172,769	£176,166
93															*		93	£167,768	£171,040
92															*		92	£162,914	£166,064
91															*		91	£158,201	£161,234
90															*		90	£153,625	£156,543
89															*		89	£149,182	£151,989
88															*	*	88	£144,870	£147,569
87															*	*	87	£140,681	£143,276
86															*	*	86	£136,613	£139,106
85															*	*	85	£132,669	£135,063
84															*	*	84	£128,835	£131,133
83															*	*	83	£125,115	£127,320
82															*	*	82	£121,501	£123,616
81															*	*	81	£117,994	£120,021
80															*	*	80	£114,589	£116,531
79															*	*	79	£111,283	£113,143
78															*	*	78	£108,071	£109,850
77															*	*	77	£104,959	£106,660
76														*	*	76	£101,933	£103,559	
75														*	*	75	£98,994	£100,546	
74														*	*	74	£96,141	£97,622	
73														*	*	73	£93,374	£94,786	
72														*	*	72	£90,688	£92,033	
71														*	*	71	£88,074	£89,353	
70														*	*	70	£85,541	£86,757	
69														*	*	69	£83,080	£84,235	
68														*	*	68	£80,692	£81,787	
67														*	*	67	£78,376	£79,413	
66														*	*	66	£76,126	£77,107	
65														*	*	65	£73,940	£74,866	
64														*	*	64	£71,817	£72,690	
63														*	*	63	£69,757	£70,579	
62														*	*	62	£67,757	£68,529	
61														*	*	61	£65,814	£66,537	
60														*	*	60	£63,929	£64,605	
59														*	*	59	£62,098	£62,728	
58														*	*	58	£60,321	£60,907	
57														*	*	57	£58,596	£59,139	
56														*	*	56	£56,921	£57,422	
55														*	*	55	£55,295	£55,755	
54														*	*	54	£53,715	£54,136	
53														*	*	53	£52,183	£52,566	
52														*	*	52	£50,694	£51,039	
51														*	*	51	£49,250	£49,559	
50														*	*	50	£47,874	£48,149	
49														*	*	49	£46,485	£46,735	
48														*	*	48	£45,163	£45,413	
47														*	*	47	£43,878	£44,128	
46														*	*	46	£42,632	£42,882	
45														*	*	45	£41,421	£41,671	
44														*	*	44	£40,247	£40,497	
43														*	*	43	£39,105	£39,355	
42														*	*	42	£37,999	£38,249	
41														*	*	41	£36,924	£37,174	
40														*	*	40	£35,880	£36,130	
39														*	*	39	£34,866	£35,116	
38														*	*	38	£33,882	£34,132	
37														*	*	37	£33,232	£33,482	
36														*	*	36	£32,296	£32,546	
35														*	*	35	£31,387	£31,637	
34														*	*	34	£30,505	£30,805	
33														*	*	33	£29,659	£29,959	
32														*	*	32	£28,879	£29,179	
31														*	*	31	£28,081	£28,381	
30														*	*	30	£27,344	£27,644	
29														*	*	29	£26,642	£26,942	
28														*	*	28	£26,038	£26,338	
27														*	*	27	£25,433	£25,733	
26														*	*	26	£25,148	£25,448	
25														*	*	25	£24,600	£24,900	
24														*	*	24	£24,044	£24,344	
23														*	*	23	£23,581	£23,881	
22														*	*	22	£23,114	£23,414	
21														*	*	21	£22,728	£23,028	
20														*	*	20	£22,443	£22,743	
19														*	*	19	£22,154	£22,454	
18														*	*	18	£21,848	£22,148	
17														*	*	17	£21,780	£22,080	
16														*	*	16	£21,519	£21,819	
15														*	*	15	£21,310	£21,610	
14														*	*	14	£20,925	£21,225	
13														*	*	13	£20,548	£20,848	
12														*	*	12	£19,962	£20,262	
11														*	*	11	£19,481	£19,781	

- 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 will be appointed to Grade 9.
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.
The minimum for Professors at Grade 12 will be point 68 in Band 1 of Grade 12.
- Note 5: Academic-related professional-equivalent staff will be appointed on the contribution bands of grade 12 according to the HERA points
- Note 6: Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.
- Note 7: 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 8: 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 9: UCEA has removed spine points 13 to 16 from the National Spine and therefore they are no longer included in Grade 1.
- Note 10: Direct employees of the University appointed to Grade 1 will not be paid below spine point 21 from 1 November 2022.
- Note 11: Direct employees of the University appointed to Grade 2 will not be paid below spine point 23 from 1 November 2023.