

University of Cambridge: The Single Salary Spine rates were last revised 1st March 2025

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-pay-](https://www.hr.admin.cam.ac.uk/pay-benefits/pay-and-reward/pay/annual-pay)

Point on scale		Grades													Point on scale	Single spine salary		Interim 2.5% University uplift	Total Pay			
		T	1	2	3	4	5	6	7	8	9	10	11	12								
														Band 1		Band 2	Band 3			Band 4		
																		01-Aug-24	01-Mar-25			
Cambridge extension to national spine	100														*			100	£206,086	£210,316		£210,316
	99														*			99	£200,115	£204,195		£204,195
	98														*			98	£194,316	£198,251		£198,251
	97														*			97	£188,688	£192,483		£192,483
	96														*			96	£183,222	£186,880		£186,880
	95														*			95	£177,920	£181,446		£181,446
	94														*			94	£172,769	£176,166		£176,166
	93														*			93	£167,768	£171,040		£171,040
	92														*			92	£162,914	£166,064		£166,064
	91														*			91	£158,201	£161,234		£161,234
	90														*			90	£153,625	£156,543		£156,543
	89														*			89	£149,182	£151,989		£151,989
	88														*	*		88	£144,870	£147,569		£147,569
	87														*	*	*	87	£140,681	£143,276		£143,276
	86														*			86	£136,613	£139,106		£139,106
	85														*			85	£132,669	£135,063		£135,063
	84														*			84	£128,835	£131,133		£131,133
	83														*	*		83	£125,115	£127,320		£127,320
	82														*	*		82	£121,501	£123,616		£123,616
	81														*	*		81	£117,994	£120,021		£120,021
	80														*			80	£114,589	£116,531		£116,531
	79														*			79	£111,283	£113,143		£113,143
	78														*			78	£108,071	£109,850		£109,850
	77														*			77	£104,959	£106,660		£106,660
	76													*	*			76	£101,933	£103,559		£103,559
	75													*	*			75	£98,994	£100,546		£100,546
	74													*				74	£96,141	£97,622		£97,622
	73													*				73	£93,374	£94,786		£94,786
	72													*				72	£90,688	£92,033		£92,033
	71													*				71	£88,074	£89,353		£89,353
	70													*				70	£85,541	£86,757		£86,757
	69													*				69	£83,080	£84,235		£84,235
68												Grade 11	*				68	£80,692	£81,787		£81,787	
67												6*					67	£78,376	£79,413		£79,413	
66												5*					66	£76,126	£77,107		£77,107	
65												Grade 10	4*				65	£73,940	£74,866		£74,866	
64												6*	3*				64	£71,817	£72,690		£72,690	
National Spine (Framework Agreement)	63											5*	2*				63	£69,757	£70,579		£70,579	
	62											Grade 9	4*	1*			62	£67,757	£68,529		£68,529	
	61											13*	3				61	£65,814	£66,537		£66,537	
	60											12*	2				60	£63,929	£64,605		£64,605	
	59											Grade 8	11*	1			59	£62,098	£62,728		£62,728	
	58											14*	10*				58	£60,321	£60,907		£60,907	
	57											13*	9				57	£58,596	£59,139		£59,139	
	56											12*	8				56	£56,921	£57,422		£57,422	
	55											11	7				55	£55,295	£55,755		£55,755	
	54											10	6				54	£53,715	£54,136		£54,136	
	53											Grade 7	9	5			53	£52,183	£52,566		£52,566	
	52											14*	8	4			52	£50,694	£51,039		£51,039	
	51											13*	7	3			51	£49,250	£49,559		£49,559	
	50											12*	6	2			50	£47,874	£48,149		£48,149	
	49											Grade 6	11*	5	1		49	£46,485	£46,735		£46,735	
	48											12*	10	4			48	£45,163	£45,413		£46,548	
	47											11*	9	3			47	£43,878	£44,128	£1,135	£45,231	
	46											10*	8	2			46	£42,632	£42,882	£1,103	£43,954	
	45											Grade 5	9*	7	1		45	£41,421	£41,671	£1,072	£42,713	
	44											11*	8*	6			44	£40,247	£40,497	£1,042	£41,509	
	43											10*	7	5			43	£39,105	£39,355	£1,012	£40,339	
	42											9*	6	4			42	£37,999	£38,249	£984	£39,205	
	41											8*	5	3			41	£36,924	£37,174	£956	£38,103	
	40											7*	4	2			40	£35,880	£36,130	£929	£37,033	
	39											Grade 4	6	3	1		39	£34,866	£35,116	£903	£35,994	
	38											10*	5	2			38	£33,882	£34,132	£878	£34,985	
	37											9*	4	1			37	£33,232	£33,482	£853	£34,319	
	36											8*	3				36	£32,296	£32,546	£837	£33,360	
	35											7*	2				35	£31,387	£31,637	£814	£32,428	
	34											Grade 3	6	1			34	£30,505	£30,805	£791	£31,575	
	33											10*	5				33	£29,659	£29,959	£770	£30,708	
	32											9*	4				32	£28,879	£29,179	£749	£29,908	
31											8*	3				31	£28,081	£28,381	£729	£29,091		
30											7*	2				30	£27,344	£27,644	£710	£28,335		
29											Grade 2	6	1			29	£26,642	£26,942	£691	£27,616		
28											10*	5				28	£26,038	£26,338	£674	£26,996		
27											9*	4				27	£25,433	£25,733	£658	£26,376		
26											8*	3				26	£25,148	£25,448	£643	£26,084		
25											7*	2				25	£24,600	£24,900	£636	£25,523		
24											6	1				24	£24,044	£24,344	£623	£24,953		
See Note 11	23																23	£23,581	£23,881	£609	£24,478	
Not in use (locally)	22																22	£23,114	£23,414	£597	£24,205	
See Note 10	21																21	£22,728	£23,028	£581	£23,604	
Not in use (locally)	20																20	£22,443	£22,743			
	19																19	£22,154	£22,454			
	18																18	£21,848	£22,148			
	17																17	£21,780	£22,080			
Not in use (Nationally)	16																16	£21,519	£21,819			
	15																15	£21,310	£21,610			
	14																14	£20,925	£21,225			
Trainees (Steps 1 - 10 no longer in use)	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.

The minimum for Professors at Grade 11 will be point 63 of Grade 11.

Note 5: Academic-related professorial-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: 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 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.