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-review

<table>
<thead>
<tr>
<th>Grade</th>
<th>Single spine salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade 10</td>
<td>£125,494</td>
</tr>
<tr>
<td>Grade 11</td>
<td>£178,841</td>
</tr>
<tr>
<td>Grade 12</td>
<td>£24,285</td>
</tr>
</tbody>
</table>

Note 1: An asterisk (*) denotes a contribution point and progress through these is awarded on merit.

Note 2: Grade Tier is for staff who are studying for an approved qualification or undergoing 'in service' training.

Note 3: On 1 January 2011 the first contribution points of grades 2, 3, and 4 became service points and on 1 January 2015 the first contribution points of grades 5, 6, and 7 became service points.

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

Note 5: Associated Professors (Grade 9) may progress through service points 1-9 or grade 9.

Note 6: Associate Professors (Grade 10) may progress through service points 1-3 or grade 10.

Note 7: Professor (Grade 11) will only be appointed to point 2 in grade 11 (point 63).

Note 8: Senior Research Associates will be appointed to grade 11.

Note 9: Research Associates will be appointed to grade 12.

Note 10: 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.

Note 11: 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 12: The professorial minimum will be point 68 in band 1 of grade 12.

Note 13: The contribution points in grade 10 do not apply to Associate Professors (Grade 10) and likewise the contribution points in grade 11 do not apply to Professors (Grade 11). They apply to academic-related staff.

Note 14: The professional minimum will be point 68 in band 1 of grade 12.

Note 15: For academic-related staff other than Professors (Grade 12) contributions will be recognised through the promotion procedures as new and remit use of contribution points.

Note 16: Associate Professor (Grade 10) will also have access to the Academic Career Pathways schemes under which they may be awarded contribution points 4-5 in grade 10.

Note 17: Senior Research Associates will be appointed to grade 11.

Note 18: Research Associates will be appointed to grade 12.

Note 19: 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.

Note 20: 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 21: The professorial minimum will be point 68 in band 1 of grade 12.

Note 22: The contribution points in grade 10 do not apply to Associate Professors (Grade 10) and likewise the contribution points in grade 11 do not apply to Professors (Grade 11). They apply to academic-related staff.

Note 23: The professional minimum will be point 68 in band 1 of grade 12.

Note 24: For academic-related staff other than Professors (Grade 12) contributions will be recognised through the promotion procedures as new and remit use of contribution points.

Note 25: Associate Professor (Grade 10) will also have access to the Academic Career Pathways schemes under which they may be awarded contribution points 4-5 in grade 10.

Note 26: Senior Research Associates will be appointed to grade 11.

Note 27: Research Associates will be appointed to grade 12.

Note 28: 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.

Note 29: 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 30: The professorial minimum will be point 68 in band 1 of grade 12.

Note 31: The contribution points in grade 10 do not apply to Associate Professors (Grade 10) and likewise the contribution points in grade 11 do not apply to Professors (Grade 11). They apply to academic-related staff.

Note 32: The professional minimum will be point 68 in band 1 of grade 12.

Note 33: For academic-related staff other than Professors (Grade 12) contributions will be recognised through the promotion procedures as new and remit use of contribution points.

Note 34: Associate Professor (Grade 10) will also have access to the Academic Career Pathways schemes under which they may be awarded contribution points 4-5 in grade 10.

University of Cambridge: The Single Salary Spine rates were last revised 1st August 2022