

Point on scale	Grades													Point on scale	Single spine salary				
	T	1	2	3	4	5	6	7	8	9	10	11	12				01-Feb-23	01-Aug-23	
													Band 1		Band 2	Band 3	Band 4		
	100															*	100	£199,323	£205,186
	99															*	99	£193,524	£199,215
	98															*	98	£187,890	£193,416
	97															*	97	£182,423	£187,788
	96															*	96	£177,113	£182,322
	95															*	95	£171,962	£177,020
	94															*	94	£166,959	£171,869
	93															*	93	£162,100	£166,868
	92															*	92	£157,385	£162,014
	91															*	91	£152,806	£157,301
	90															*	90	£148,361	£152,725
	89															*	89	£144,045	£148,282
	88															*	88	£139,856	£143,970
	87															*	87	£135,788	£139,781
	86															*	86	£131,835	£135,713
	85															*	85	£128,004	£131,769
	84															*	84	£124,280	£127,935
	83															*	83	£120,666	£124,215
	82															*	82	£117,155	£120,601
	81															*	81	£113,748	£117,094
	80															*	80	£110,441	£113,689
	79															*	79	£107,230	£110,383
	78															*	78	£104,109	£107,171
	77															*	77	£101,086	£104,059
	76															*	76	£98,146	£101,033
	75															*	75	£95,291	£98,094
	74															*	74	£92,520	£95,241
	73															*	73	£89,831	£92,474
	72															*	72	£87,222	£89,788
	71															*	71	£84,683	£87,174
	70															*	70	£82,222	£84,641
	69															*	69	£79,832	£82,180
	68															*	68	£77,512	£79,792
	67															*	67	£75,263	£77,476
	66															*	66	£73,077	£75,226
	65															*	65	£70,953	£73,040
	64															*	64	£68,891	£70,917
	63															*	63	£66,890	£68,857
	62															*	62	£64,946	£66,857
	61															*	61	£63,059	£64,914
	60															*	60	£61,228	£63,029
	59															*	59	£59,450	£61,198
	58															*	58	£57,723	£59,421
	57															*	57	£56,048	£57,696
	56															*	56	£54,421	£56,021
	55															*	55	£52,841	£54,395
	54															*	54	£51,306	£52,815
	53															*	53	£49,841	£51,283
	52															*	52	£48,423	£49,794
	51															*	51	£47,047	£48,350
	50															*	50	£45,737	£46,974
	49															*	49	£44,414	£45,585
	48															*	48	£43,155	£44,263
	47															*	47	£41,931	£42,978
	46															*	46	£40,745	£41,732
	45															*	45	£39,592	£40,521
	44															*	44	£38,474	£39,347
	43															*	43	£37,386	£38,205
	42															*	42	£36,333	£37,099
	41															*	41	£35,308	£36,024
	40															*	40	£34,314	£34,980
	39															*	39	£33,348	£33,966
	38															*	38	£32,411	£32,982
	37															*	37	£31,502	£32,332
	36															*	36	£30,619	£31,396
	35															*	35	£29,762	£30,487
	34															*	34	£28,929	£29,605
	33															*	33	£28,131	£28,759
	32															*	32	£27,396	£27,979
	31															*	31	£26,642	£27,181
	30															*	30	£25,948	£26,444
	29															*	29	£25,285	£25,742
	28															*	28	£24,715	£25,138
	27															*	27	£24,144	£24,533
	26															*	26	£23,662	£24,248
	25															*	25	£23,149	£23,700
	24															*	24	£22,630	£23,144
	23															*	23	£22,197	£22,681
See Note 12	23															*	23	£22,197	£22,681
Not in use (locally)	22															*	22	£21,761	£22,214
See Note 11	21															*	21	£21,400	£21,828
Not in use (locally)	20															*	20	£21,134	£21,543
	19															*	19	£20,863	£21,254
	18															*	18	£20,578	£20,948
	17															*	17	£20,333	£20,880
	16															*	16	£20,092	£20,619
	15															*	15	£19,898	£20,410
Not in use (Nationally)	14															*	14	£19,542	£20,025
Trainees (Steps 1 - 10 no longer in use)	13															*	13	£19,193	£19,648
	12															*	12	£18,650	£19,062
	11															*	11	£18,205	£18,581

- 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 (Grade 9) and Associate Professors (Grade 10) will be appointed to grades 9 and 10 respectively. Assistant 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 professional minimum will be point 68 in band 1 of grade 12.
- Note 5: For academic staff (other than Professors (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 professional-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 points 13 and 14 have been removed from the National Spine and the University's grade 1 with effect from 1 August 2016, and 1 August 2022 respectively.
- Note 11: Direct employees of the University appointed to grade 1 will not be paid below spine point 21, with effect from 1 November 2022.
- Note 12: Direct employees of the University appointed to grade 2 will not be paid below spine point 23, with effect from 1 November 2023.