

| Point on scale                  | Grades |                |   |   |   |   |   |                |                | Point on scale | From 1 August 2024 |             |             |
|---------------------------------|--------|----------------|---|---|---|---|---|----------------|----------------|----------------|--------------------|-------------|-------------|
|                                 | T      | 1              | 2 | 3 | 4 | 5 | 6 | 7              | 8              |                | Annual rate        | Weekly rate | Hourly rate |
|                                 |        |                |   |   |   |   |   |                |                |                |                    |             |             |
|                                 |        |                |   |   |   |   |   |                | <b>Grade 8</b> |                |                    |             |             |
|                                 | 58     |                |   |   |   |   |   |                | 14*            | 58             | £60,321            | £1,154.47   | £31.63      |
|                                 | 57     |                |   |   |   |   |   |                | 13*            | 57             | £58,596            | £1,121.45   | £30.72      |
|                                 | 56     |                |   |   |   |   |   |                | 12*            | 56             | £56,921            | £1,089.40   | £29.85      |
|                                 | 55     |                |   |   |   |   |   |                | 11             | 55             | £55,295            | £1,058.28   | £28.99      |
|                                 | 54     |                |   |   |   |   |   |                | 10             | 54             | £53,715            | £1,028.04   | £28.17      |
|                                 | 53     |                |   |   |   |   |   | <b>Grade 7</b> | 9              | 53             | £52,183            | £998.72     | £27.36      |
|                                 | 52     |                |   |   |   |   |   | 14*            | 8              | 52             | £50,694            | £970.22     | £26.58      |
|                                 | 51     |                |   |   |   |   |   | 13*            | 7              | 51             | £49,250            | £942.58     | £25.82      |
|                                 | 50     |                |   |   |   |   |   | 12*            | 6              | 50             | £47,874            | £916.25     | £25.10      |
|                                 | 49     |                |   |   |   |   |   | <b>Grade 6</b> | 11*            | 49             | £46,485            | £889.67     | £24.37      |
|                                 | 48     |                |   |   |   |   |   | 12*            | 10             | 48             | £45,163            | £864.36     | £23.68      |
|                                 | 47     |                |   |   |   |   |   | 11*            | 9              | 47             | £43,878            | £839.77     | £23.01      |
|                                 | 46     |                |   |   |   |   |   | 10*            | 8              | 46             | £42,632            | £815.92     | £22.35      |
|                                 | 45     |                |   |   |   |   |   | <b>Grade 5</b> | 9*             | 45             | £41,421            | £792.75     | £21.72      |
|                                 | 44     |                |   |   |   |   |   | 11*            | 8*             | 44             | £40,247            | £770.28     | £21.10      |
|                                 | 43     |                |   |   |   |   |   | 10*            | 7              | 43             | £39,105            | £748.42     | £20.50      |
|                                 | 42     |                |   |   |   |   |   | 9*             | 6              | 42             | £37,999            | £727.25     | £19.92      |
|                                 | 41     |                |   |   |   |   |   | 8*             | 5              | 41             | £36,924            | £706.68     | £19.36      |
|                                 | 40     |                |   |   |   |   |   | 7*             | 4              | 40             | £35,880            | £686.70     | £18.81      |
|                                 | 39     |                |   |   |   |   |   | <b>Grade 4</b> | 6              | 39             | £34,866            | £667.29     | £18.28      |
|                                 | 38     |                |   |   |   |   |   | 10*            | 5              | 38             | £33,882            | £648.46     | £17.77      |
|                                 | 37     |                |   |   |   |   |   | 9*             | 4              | 37             | £33,232            | £636.02     | £17.43      |
|                                 | 36     |                |   |   |   |   |   | 8*             | 3              | 36             | £32,296            | £618.11     | £16.93      |
|                                 | 35     |                |   |   |   |   |   | 7*             | 2              | 35             | £31,387            | £600.71     | £16.46      |
|                                 | 34     |                |   |   |   |   |   | <b>Grade 3</b> | 6              | 34             | £30,505            | £583.83     | £16.00      |
|                                 | 33     |                |   |   |   |   |   | 10*            | 5              | 33             | £29,659            | £567.64     | £15.55      |
|                                 | 32     |                |   |   |   |   |   | 9*             | 4              | 32             | £28,879            | £552.71     | £15.14      |
|                                 | 31     |                |   |   |   |   |   | 8*             | 3              | 31             | £28,081            | £537.44     | £14.72      |
|                                 | 30     |                |   |   |   |   |   | 7*             | 2              | 30             | £27,344            | £523.33     | £14.34      |
|                                 | 29     |                |   |   |   |   |   | <b>Grade 2</b> | 6              | 29             | £26,642            | £509.89     | £13.97      |
|                                 | 28     |                |   |   |   |   |   | 10*            | 5              | 28             | £26,038            | £498.33     | £13.65      |
|                                 | 27     |                |   |   |   |   |   | 9*             | 4              | 27             | £25,433            | £486.76     | £13.34      |
|                                 | 26     |                |   |   |   |   |   | 8*             | 3              | 26             | £25,148            | £481.30     | £13.19      |
|                                 | 25     |                |   |   |   |   |   | 7*             | 2              | 25             | £24,600            | £470.81     | £12.90      |
|                                 | 24     |                |   |   |   |   |   | 6              | 1              | 24             | £24,044            | £460.17     | £12.61      |
| See Note 12                     | 23     |                |   |   |   |   |   | 5              |                | 23             | £23,581            | £451.31     | £12.36      |
| Not in use (locally)            | 22     |                |   |   |   |   |   | <b>Grade 1</b> | 4              | 22             | £23,114            | £442.37     | £12.12      |
| See Note 11                     | 21     |                |   |   |   |   |   | 8*             | 3              | 21             | £22,728            | £434.99     | £11.92      |
| Not in use (locally)            | 20     |                |   |   |   |   |   | 7*             | 2              | 20             | £22,443            | £429.53     | £11.77      |
|                                 | 19     |                |   |   |   |   |   | 6*             | 1              | 19             | £22,154            | £424.00     | £11.62      |
|                                 | 18     |                |   |   |   |   |   | 5              |                | 18             | £21,848            | £418.14     | £11.46      |
|                                 | 17     |                |   |   |   |   |   | 4              |                | 17             | £21,780            | £416.84     | £11.42      |
|                                 | 16     |                |   |   |   |   |   | 3              |                | 16             | £21,519            | £411.85     | £11.28      |
| Not in use (Nationally)         | 15     |                |   |   |   |   |   | 2              |                | 15             | £21,310            | £407.85     | £11.17      |
| Not in use (Nationally)         | 14     | <b>T Grade</b> |   |   |   |   |   | 1              |                | 14             | £20,925            | £400.48     | £10.97      |
| Trainees                        | 13     | T13            |   |   |   |   |   |                |                | 13             | £20,548            | £393.26     | £10.77      |
| (Steps 1 - 10 no longer in use) | 12     | T12            |   |   |   |   |   |                |                | 12             | £19,962            | £382.05     | £10.47      |
|                                 | 11     | T11            |   |   |   |   |   |                |                | 11             | £19,481            | £372.84     | £10.21      |

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 and Associate Professors (Grade 10) will be appointed to Grades 9 and 10 respectively.

Assistant Professors/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 be appointed to Grade 11. From 1 October 2024, Professors (Grade 11) can be appointed to any point in Grade 11. Prior to this date, Professors (Grade 11) could only be appointed to point 2 in Grade 11 (spine point 63).

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.

Until changes from 1 October 2025 are implemented, the contribution points in Grade 9 do not apply to Assistant Professors/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. See Reporter, 6751, 2023–24, p. 856.

The minimum for Professors at Grade 12 will be point 68 in band 1 of Grade 12.

Note 5: For academic staff (other than Professors at 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 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: UCEA has removed spine points 13 to 16 from the National Spine and therefore they are no longer included in Grade 1.

Note 11: Direct employees of the University appointed to grade 1 will not be paid below spine point 21 from 1 November 2022.

Note 12: Direct employees of the University appointed to grade 2 will not be paid below spine point 23 from 1 November 2023.