

Point on scale	Grades								Point on scale	From 1 March 2025				
	T	1	2	3	4	5	6	7		8	Annual rate	Weekly rate	Hourly rate	
										Grade 8				
										14*	58	£60,907	£1,165.68	£31.94
										13*	57	£59,139	£1,131.85	£31.01
										12*	56	£57,422	£1,098.99	£30.11
										11	55	£55,755	£1,067.08	£29.24
										10	54	£54,136	£1,036.10	£28.39
										Grade 7	53	£52,566	£1,006.05	£27.56
										14*	52	£51,039	£976.82	£26.76
										13*	51	£49,559	£948.50	£25.99
										12*	50	£48,149	£921.51	£25.25
										Grade 6	49	£46,735	£894.45	£24.51
										12*	48	£45,413	£869.15	£23.81
										11*	47	£44,128	£844.56	£23.14
										10*	46	£42,882	£820.71	£22.49
										Grade 5	45	£41,671	£797.53	£21.85
										9*	44	£40,497	£775.06	£21.23
										11*	43	£39,355	£753.21	£20.64
										10*	42	£38,249	£732.04	£20.06
										9*	41	£37,174	£711.46	£19.49
										8*	40	£36,130	£691.48	£18.94
										7*	39	£35,116	£672.08	£18.41
										Grade 4	38	£34,132	£653.24	£17.90
										10*	37	£33,482	£640.80	£17.56
										9*	36	£32,546	£622.89	£17.07
										8*	35	£31,637	£605.49	£16.59
										7*	34	£30,805	£589.57	£16.15
										Grade 3	33	£29,959	£573.38	£15.71
										10*	32	£29,179	£558.45	£15.30
										9*	31	£28,381	£543.18	£14.88
										8*	30	£27,644	£529.07	£14.50
										7*	29	£26,942	£515.64	£14.13
										Grade 2	28	£26,338	£504.08	£13.81
										10*	27	£25,733	£492.50	£13.49
										9*	26	£25,448	£487.04	£13.34
										8*	25	£24,900	£476.56	£13.06
										7*	24	£24,344	£465.91	£12.76
										6	23	£23,881	£457.05	£12.52
See Note 11										5	22	£23,414	£448.11	£12.28
Not in use (locally)										Grade 1	21	£23,028	£440.73	£12.07
See Note 10										8*	20	£22,743	£435.27	£11.93
Not in use (locally)										7*	19	£22,454	£429.74	£11.77
										6*	18	£22,148	£423.89	£11.61
										5	17	£22,080	£422.58	£11.58
										4	16	£21,819	£417.59	£11.44
										3	15	£21,610	£413.59	£11.33
Not in use (Nationally)										2	14	£21,225	£406.22	£11.13
Trainees (Steps 1 - 10 no longer in use)										T Grade	1			
										T13	13	£20,848	£399.00	£10.93
										T12	12	£20,262	£387.79	£10.62
										T11	11	£19,781	£378.58	£10.37

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

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 professorial-equivalent staff will be appointed on the contribution bands of grade 12 according to the HERA points boundaries for each level.

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.