

Point on scale	Grades									Point on scale	From 1 August 2023			
	T	1	2	3	4	5	6	7	8		Annual rate	Weekly rate	Hourly rate	
										Grade 8				
										14*	58	£59,421	£1,137.24	£31.16
										13*	57	£57,696	£1,104.23	£30.25
										12*	56	£56,021	£1,072.17	£29.37
										11	55	£54,395	£1,041.05	£28.52
										10	54	£52,815	£1,010.81	£27.69
									Grade 7	9	53	£51,283	£981.49	£26.89
									14*	8	52	£49,794	£953.00	£26.11
									13*	7	51	£48,350	£925.36	£25.35
									12*	6	50	£46,974	£899.02	£24.63
									Grade 6	11*	49	£45,585	£872.44	£23.90
									12*	10	48	£44,263	£847.14	£23.21
									11*	9	47	£42,978	£822.55	£22.54
									10*	8	46	£41,732	£798.70	£21.88
									Grade 5	9*	45	£40,521	£775.52	£21.25
									11*	8*	44	£39,347	£753.05	£20.63
									10*	7	43	£38,205	£731.20	£20.03
									9*	6	42	£37,099	£710.03	£19.45
									8*	5	41	£36,024	£689.45	£18.89
									7*	4	40	£34,980	£669.47	£18.34
									Grade 4	6	39	£33,966	£650.07	£17.81
									10*	5	38	£32,982	£631.23	£17.29
									9*	4	37	£32,332	£618.79	£16.95
									8*	3	36	£31,396	£600.88	£16.46
									7*	2	35	£30,487	£583.48	£15.99
									Grade 3	6	34	£29,605	£566.60	£15.52
									10*	5	33	£28,759	£550.41	£15.08
									9*	4	32	£27,979	£535.48	£14.67
									8*	3	31	£27,181	£520.21	£14.25
									7*	2	30	£26,444	£506.11	£13.87
									Grade 2	6	29	£25,742	£492.67	£13.50
									10*	5	28	£25,138	£481.11	£13.18
									9*	4	27	£24,533	£469.53	£12.86
									8*	3	26	£24,248	£464.08	£12.71
									7*	2	25	£23,700	£453.59	£12.43
									6	1	24	£23,144	£442.95	£12.14
See Note 12	23									5	23	£22,681	£434.09	£11.89
Not in use (locally)	22		Grade 1	4							22	£22,214	£425.15	£11.65
See Note 11	21		8*	3							21	£21,828	£417.76	£11.45
Not in use (locally)	20		7*	2							20	£21,543	£412.31	£11.30
	19		6*	1							19	£21,254	£406.78	£11.14
	18		5								18	£20,948	£400.92	£10.98
	17		4								17	£20,880	£399.62	£10.95
	16		3								16	£20,619	£394.62	£10.81
Not in use (Nationally)	15		2								15	£20,410	£390.62	£10.70
Not in use (Nationally)	14	T Grade	1								14	£20,025	£383.25	£10.50
Trainees (Steps 1 - 10 no longer in use)	13	T13									13	£19,648	£376.04	£10.30
	12	T12									12	£19,062	£364.82	£10.00
	11	T11									11	£18,581	£355.62	£9.74

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 professorial minimum will be point 68 in band 1 of grade 12.

Note 5: For academic staff (other than Professors (Grade 11), Associate Professors (Grade 10), Associate Professors (Grade 9)) 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 Senior Academic Promotions procedure under which they may also 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: 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. Employees will receive a supplement to bring the hourly rate up to the prevailing Real Living Wage

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. Employees will receive a supplement to bring the hourly rate up to the prevailing Real Living Wage