



Point on scale	Grades									Point on scale	From 1 August 2018		
	T	1	2	3	4	5	6	7	8		Annual rate	Weekly rate	Hourly rate
	58										14*	58	£53,174
57									13*	57	£51,630	£988.13	£27.07
56									12*	56	£50,132	£959.46	£26.29
55									11	55	£48,677	£931.62	£25.52
54									10	54	£47,263	£904.56	£24.78
53								Grade 7	9	53	£45,892	£878.32	£24.06
52								14*	8	52	£44,559	£852.80	£23.36
51								13*	7	51	£43,267	£828.08	£22.69
50								12*	6	50	£42,036	£804.52	£22.04
49								Grade 6	11*	49	£40,792	£780.71	£21.39
48								12*	10	48	£39,609	£758.07	£20.77
47								11*	9	47	£38,460	£736.08	£20.17
46								10*	8	46	£37,345	£714.74	£19.58
45								Grade 5	9*	45	£36,261	£693.99	£19.01
44								11*	8*	44	£35,211	£673.89	£18.46
43								10*	7	43	£34,189	£654.33	£17.93
42								9*	6	42	£33,199	£635.39	£17.41
41								8*	5	41	£32,236	£616.96	£16.90
40								7*	4	40	£31,302	£599.08	£16.41
39								Grade 4	6	39	£30,395	£581.72	£15.94
38								10*	5	38	£29,515	£564.88	£15.48
37								9*	4	37	£28,660	£548.52	£15.03
36								8*	3	36	£27,830	£532.63	£14.59
35								7*	2	35	£27,025	£517.22	£14.17
34								Grade 3	6	34	£26,243	£502.26	£13.76
33								10*	5	33	£25,482	£487.69	£13.36
32								9*	4	32	£24,771	£474.09	£12.99
31								8*	3	31	£24,029	£459.89	£12.60
30								7*	2	30	£23,334	£446.58	£12.24
29								Grade 2	6	29	£22,659	£433.67	£11.88
28								10*	5	28	£22,017	£421.38	£11.54
27								9*	4	27	£21,414	£409.84	£11.23
26								8*	3	26	£20,836	£398.78	£10.93
25								7*	2	25	£20,275	£388.04	£10.63
24								6	1	24	£19,730	£377.61	£10.35
23								5		23	£19,202	£367.50	£10.07
22								Grade 1	4	22	£18,688	£357.67	£9.80
21								8*	3	21	£18,189	£348.11	£9.54
20								7*	2	20	£17,751	£339.73	£9.31
19								6*	1	19	£17,408	£333.17	£9.13
18								5		18	£17,079	£326.87	£8.96
17								4		17	£16,766	£320.88	£8.79
16								3		16	£16,460	£315.02	£8.63
15								2		15	£16,146	£309.01	£8.47
14								T Grade	1	14	£15,842	£303.20	£8.31
13								T13		13	£15,543	£297.48	£8.15
12								T12		12	£15,080	£288.61	£7.91
11								T11		11	£14,699	£281.32	£7.71

- 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.
- Note 4:** University Lecturers (ULs) and University Senior Lecturers (USLs) will be appointed to grades 9 and 10 respectively. ULs may progress through service points 1–9 of grade 9. USLs may progress through service points 1–3 and contribution points 4-5 of grade 10. Readers 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 grades 9 and 11 do not apply to ULs and Readers. 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 and USLs) contribution will be recognised through the promotions procedure as now and not by use of contribution points. USLs 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:** Direct employees of the University appointed to grade 1 will not be paid below spine point 18, with effect from 1 November 2017.
- Note 10:** 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 11:** On 1 January 2015 the first contribution points of grades 1, 5, and 6 became service points.
- Note 12:** Spine point 13 was removed from the National Spine and the University's grade 1 with effect from 1 August 2016