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: University Lecturers (ULs) and University Senior Lecturers (USLs) will be appointed to grades 9 and 10 respectively.

Note 5: USLs may progress through service points 1-9 of grade 9.

Note 6: Readers will only be appointed to point 2 in grade 11 (point 63).

Note 7: Senior Research Associates will be appointed to grade 9.

Note 8: Research Associates will be appointed to grade 5.

Note 9: 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 10: Spine point 13 was removed from the National Spine and the University’s grade 1 with effect from 1 August 2016.

Note 11: 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 12: ULs may progress through service points 1-9 of grade 9.

Note 13: Readers will only be appointed to point 2 in grade 11 (point 63).

Note 14: USLs may progress through service points 1-3 and contribution points 4-5 of grade 10.

Note 15: Readers will only be appointed to point 2 in grade 11 (point 63).

Note 16: Senior Research Associates will be appointed to grade 9.

Note 17: Research Associates will be appointed to grade 5.

Note 18: 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 19: 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.

Note 20: USLs also have access to the Senior Academic Promotions procedure under which they may also be awarded contribution points 4-5 in grade 10.

Note 21: 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 22: Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.

Note 23: 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.

Note 24: Staff engaged on terms and conditions for Manual, Clerical/Secretary and Technical Division appointments.

Note 25: 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 (UCEA) for use in the Higher Education sector, from 1 January 2014.

Note 26: Spine point 13 was removed from the National Spine and the University’s grade 1 with effect from 1 August 2016.

Note 27: Direct employees of the University appointed to grade 1 will not be paid below spine point 18, with effect from 1 August 2017.

Note 28: T Grades apply to ULs and Readers.