

University of Cambridge: Single Salary Spine as at 1 January 2015

Point on scale	Grades											12				Point on scale	From 1 August 2013	From 1 August 2014			
	T	1	2	3	4	5	6	7	8	9	10	11	Band 1	Band 2	Band 3				Band 4		
100																		100	£169,947	£173,346	
99																		+	99	£165,002	£168,302
98																		+	98	£160,199	£163,403
97																		+	97	£155,538	£158,649
96																		+	96	£151,011	£154,031
95																		+	95	£146,618	£149,550
94																		+	94	£142,351	£145,198
93																		+	93	£138,210	£140,974
92																		*	92	£134,189	£136,873
91																		*	91	£130,286	£132,892
90																		*	90	£126,496	£129,026
89																		*	89	£122,816	£125,272
88																		+	88	£119,244	£121,629
87																		+	87	£115,775	£118,091
86																		*	86	£112,405	£114,653
85																		*	85	£109,138	£111,321
84																		*	84	£105,963	£108,082
83																		*	83	£102,882	£104,940
82																		+	82	£99,889	£101,887
81																		+	81	£96,984	£98,924
80																		*	80	£94,164	£96,047
79																		*	79	£91,425	£93,254
78																		*	78	£88,767	£90,542
77																		*	77	£86,187	£87,911
76																		+	76	£83,680	£85,354
75																		+	75	£81,247	£82,872
74																		*	74	£78,884	£80,462
73																		*	73	£76,592	£78,124
72																		*	72	£74,367	£75,854
71																		*	71	£72,204	£73,648
70																		*	70	£70,104	£71,506
69																		*	69	£68,067	£69,428
68																		*	68	£66,089	£67,411
67																		6*	67	£64,170	£65,453
66																		5*	66	£62,306	£63,552
65																		4*	65	£60,496	£61,706
64																		6*	64	£58,738	£59,913
63																		5*	63	£57,031	£58,172
62																		4*	62	£55,375	£56,482
61																		13*	61	£53,765	£54,841
60																		12*	60	£52,204	£53,248
59																		11*	59	£50,688	£51,702
58																		14*	58	£49,216	£50,200
57																		13*	57	£47,787	£48,743
56																		12*	56	£46,400	£47,328
55																		11	55	£45,053	£45,954
54																		10	54	£43,745	£44,620
53																		9	53	£42,476	£43,325
52																		14*	52	£41,242	£42,067
51																		13*	51	£40,046	£40,847
50																		12*	50	£38,907	£39,685
49																		11*	49	£37,756	£38,511
48																		12*	48	£36,661	£37,394
47																		11*	47	£35,597	£36,309
46																		10*	46	£34,565	£35,256
45																		9*	45	£33,562	£34,233
44																		11*	44	£32,590	£33,242
43																		10*	43	£31,644	£32,277
42																		9*	42	£30,728	£31,342
41																		8*	41	£29,837	£30,434
40																		7*	40	£28,972	£29,552
39																		6	39	£28,132	£28,695
38																		10*	38	£27,318	£27,864
37																		9*	37	£26,527	£27,057
36																		8*	36	£25,759	£26,274
35																		7*	35	£25,013	£25,513
34																		6	34	£24,289	£24,775
33																		10*	33	£23,585	£24,057
32																		9*	32	£22,927	£23,386
31																		8*	31	£22,240	£22,685
30																		7*	30	£21,597	£22,029
29																		6	29	£20,972	£21,391
28																		10*	28	£20,374	£20,781
27																		9*	27	£19,802	£20,198
26																		8*	26	£19,247	£19,632
25																		7*	25	£18,708	£19,083
24																		6	24	£18,185	£18,549
23																		5	23	£17,678	£18,031
22																		4	22	£17,184	£17,528
21																		9*	21	£16,705	£17,039
20																		8*	20	£16,252	£16,577
19																		7*	19	£15,814	£16,131
18																		6	18	£15,456	£15,765
17																		5	17	£15,054	£15,356
16																		4	16	£14,665	£14,959
15																		3	15	£14,344	£14,631
14																		2	14	£13,977	£14,257
13																		1	13	£13,621	£13,953
12																		T12	12	£13,272	£13,537
11																		T11	11	£12,936	£13,195
10																		T10	10	£12,611	£12,863
9																		T9	9	£12,295	£12,541

Notes

- An asterisk (*) denotes a contribution point and progress through these is awarded on merit. A plus sign (+) denotes a spine point effective from 1 January 2014.
- Grade T is for staff who are studying for an approved qualification or undergoing 'in-service' training.
- On 1 January 2010 the first contribution points of grades 2, 3, and 4 became service points.
- 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). Research Associates and Senior Research Associates will be appointed to grades 7 and 9 respectively. Research Assistants are 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 professional minimum will be point 68 in band 1 of grade 12.
- 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.
- Academic-related professional-equivalent staff will be appointed on the contribution bands of grade 12 according to the HERA points boundaries for each level.
- Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.
- 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.
- Direct employees of the University appointed to grade 1 will not be paid below spine point 16, with effect from 1 August 2014.
- 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.