

Single Pay Spine

Pay spine effective 01/11/2020

Grade	Scale Point	Salary (£)	Hourly Rate (based on 36.25 hrs)	AT Hourly Rate (based on 37.00 hrs)	HERA Score
Grade 1 / Casual Rate	7	18009	9.5538		Up to 197
Grade 2	7	18009	9.5538		198 - 231
	8	18342	9.7305		
	9	18709	9.9252		
	10	19133	10.1501		
	11	19612	10.4042		
Grade 3	11	19612	10.4042		232 - 266
	12	20130	10.6790		
	13	20675	10.9682		
	14	21236	11.2658		
Grade 4	15	21814	11.5724		267 - 299
	16	22417	11.8923		
	17	23067	12.2371		
	18	23754	12.6016		
Grade 5	19	24461	12.9767		300 - 370
	20	25217	13.3777		
	21	25941	13.7618		
	22	26715	14.1724		
Grade 6	23	27511	14.5947	35.7471	371 - 390
	24	28331	15.0297	36.8126	
	25	29176	15.4780	37.9106	
	26	30046	15.9395	39.0411	
Grade 7	27	30942	16.4149	40.2053	391 - 441
	28	31866	16.9045	41.4046	
	29	32817	17.4090	42.6403	
	30	33797	17.9294	43.9150	
Grade 8	31	34804	18.4637	45.2235	442 - 489
	32	35845	19.0159	46.5761	
	33	36914	19.5830	47.9652	
	34	38017	20.1682	49.3984	
	35	39152	20.7703	50.8732	
Grade 9	36	40322	21.3910	52.3935	490 - 524
	37	41526	22.0297	53.9579	
	38	42792	22.7019	55.6042	
	39	44045	23.3666	57.2323	
	40	45361	24.0642	58.9410	
Grade 10	41	46718	24.7841	60.7043	525 - 610
	42	48114	25.5247	62.5182	
	43	49553	26.2881	64.3880	
	44	51034	27.0737	66.3124	
	45	52560	27.8828	68.2939	
Grade 11	46	54131	28.7167	70.3365	611 - 654
	47	55750	29.5761	72.4415	
	48	57418	30.4605	74.6076	
	49	59135	31.3714	76.8386	
Grade 12	50	60905	32.3103	79.1385	655 - 700
	51	62727	33.2769	81.5060	

In acknowledgement of the increase in the Voluntary Living Wage to £9.50 in Nov-20, the University removed scale point 6. Grade 1 staff will be paid the value of point 7 effective 01/11/2020