

Single pay spine for academic and HE support staff 2019

Spine point	Grades		Salary as at 1st August 2019
52			
51		Grade 12 ACE points	£64,605
50			£62,727
49			£60,905
48		Grade 12 normal increments	£59,135
47	Grade 11 ACE points		£57,418
46			£55,750
45			£54,131
44		£52,560	
43	Grade 11 normal increments	£51,034	
42		Grade 10 ACE points	£49,553
41			£48,114
40			£46,718
39	£45,361		
38	Grade 10 normal increments	£44,045	
37		Grade 9 ACE points	£42,792
36			£41,526
35			£40,322
34	£39,152		
33	Grade 9 normal increments	Grade 8 ACE points	£38,017
32			£36,914
31			£35,845
30			£34,804
29	Grade 8 normal increments	Grade 7 ACE points	£33,797
28			£32,817
27			£31,866
26			£30,942
25	Grade 7 normal increments	Grade 6 ACE points	£30,046
24			£29,176
23			£28,331
22			£27,511
21	Grade 6 normal increments	Grade 5 ACE points	£26,715
20			£25,941
19			£25,217
18			£24,461
17	Grade 5 normal increments	Grade 4 ACE points	£23,754
16			£23,067
15			£22,417
14			£21,814
13	Grade 4 normal increments	Grade 3 ACE points	£21,236
12			£20,675
11			£20,130
10			£19,612
9	Grade 3 normal increments	Grade 2 ACE points	£19,133
8			£18,709
7			£18,342
6			£18,009
5*		Grade 2 normal increments	£17,682
4*			£17,361
3*			£17,046
			£16,824

Normal increments	
ACE Points	

*Points 3 to 5 are used for casual and variable hours roles only

Senior staff grading structure

Spine point	Grades	Salary as at 1st August 2019	
67		£101,896	
66	SS4 ACE points	£98,930	
65		£95,462	
64	SS3 ACE points	SS4	
63			£92,681
62		£89,361	
61		£86,763	
60	SS3		
59		£84,242	
58		£81,794	
57	SS2 ACE points	£79,415	
56		£77,106	
55	SS1 ACE points	SS2	
54			£74,864
53		£72,689	
52	SS1	SS0 ACE points	
51			£70,578
50			£68,529
49		£66,539	
48		£64,605	
47		£62,727	
46		£60,905	
45		£59,135	
	SS0		
		£57,418	
		£55,750	
		£54,131	
		£52,560	

Rates of pay for casual and variable hours staff

Grade	Casual hourly rate	Variable hours hourly rate
1	£9.99	£8.72
2	£10.31	£9.00
3	£10.70	£9.33
4	£11.65	£10.17
5	£12.61	£11.01
6	£14.53	£12.68
7	£16.34	£14.26
8	£18.93	£16.52
9	£21.29	£18.58
10	£24.67	£21.52
11	£27.75	£24.22
12	£31.22	£27.24

Associate researcher starting rates

Grade	Basic hourly rate	Actual rate
6	£12.68	£14.68
7	£14.26	£16.51
8	£16.52	£19.12
9	£18.58	£22.01
10	£21.52	£25.50
11	£24.22	£28.69

Rates of pay for associate lecturers

	For new ALs	For those who were engaged last year
Annual rate	£33,797	£34,804
Basic rate	£20.75	£21.37
Comprehensive rate	£43.79	£45.10

Notice periods

Spine points up to 29	1 month
Spine points 30-47	2 months
Grade 12 and above	3 months