until 31 July 2024

with effect 1 August 2024 (implemented September 2024)

from 1 March 2025

Level	Point	Pay Rate								
	53	£72,018								
6	52	£70,413								
	51	£68,857								
	50	£66,857								
	49	£64,914								
	48	£63,029								
	47	£61,198								
	46	£59,421								
	45	£57,696								
	44	£56,021								
	43	£54,395								
	42	£52,815								
	41	£51,283								
5	40	£49,794								
	39	£48,350								
	38	£46,974								
	37	£45,585								
	36	£44,263								
	35	£42,978								
	34	£41,732								
	33	£40,521								
4	32	£39,347					£21.56			
•	31*	£38,205					£20.93	* Lecturer Minimum		
	30	£37,099					£20.33			
	29	£36,024					£19.74			
	28	£34,980					£19.17			
	27	£33,966					£18.61			
	26	£32,982				£18.07				
3	25	£32,332					£17.72			
	24	£31,396				£16.73	£17.20			
	23	£30,487				£16.24	£16.71			
	22	£29,605				£15.77	£16.22			
	21	£28,759				£15.32				
21	20	£27,979				£14.91				
2b	19	£27,181	1		64.4.00	£14.48				
2a	18	£26,444			£14.09	£14.09				
	17	£25,742			£13.71	£13.71				
	16	£25,138			£13.39					
	15 14	£24,533	 	£12.92	£13.07 £12.92					
	13	£24,248 £23,700	 	£12.92 £12.63	£12.92 £12.63					
	12	£23,700	 	£12.83	112.03	l				
1b	11	£22,681	\(\frac{\frac{1}{2}}{2}\) £12.08	£12.08						
1a	10	£22,526	± £12.08	112.00						
10	10	122,320	1a	1b	2a	2b	3	4	5	6
			10	10	20	20	,	-	,	U

Level	Spine Point	Pay Rate								
	53	£72,918								
6	52	£71,313								
	51	£69,757								
	50	£67,757								
	49	£65,814								
	48	£63,929								
	47	£62,098								
	46	£60,321								
	45	£58,596								
	44	£56,921								
	43	£55,295								
	42	£53,715								
	41	£52,183								
5	40	£50,694								
	39	£49,250								
	38	£47,874								
	37	£46,485								
	36	£45,163								
	35	£43,878								
	34	£42,632								
	33	£41,421								
4	32	£40,247						£22.05		
'	31*	£39,105						£21.43	* Lecturer Minimum	
	30	£37,999						£20.82		
	29	£36,924						£20.23		
	28	£35,880						£19.66		
	27	£34,866						£19.10		
	26	£33,882						£18.57		
3	25	£33,232						£18.21		
	24	£32,296					£17.20	£17.70		
	23	£31,387					£16.72	£17.20		
	22	£30,505					£16.25	£16.72		
	21	£29,659					£15.80			
	20	£28,879					£15.38			
2b	19	£28,081					£14.96			
	18	£27,344				£14.57	£14.57			
	17	£26,642	_			£14.19	£14.19			
	16	£26,038				£13.87				
2a	15	£25,433			642.40	£13.55				
	14	£25,148			£13.40	£13.40				
	13	£24,600			£13.10	£13.10				
1b	12	£24,044	Z	C12.5C	£12.81					
<u></u>	11	£23,581	e HRZ	£12.56	£12.56					
1a	10	£23,114	Cor	£12.31	41-					

Level	Spine Point	Pay Rate									
	53	£73,818									
	52	£72,173									
	51	£70,579									
	50	£68,529									
6	49	£66,537									
	48	£64,605									
	47	£62,728									
	46	£60,907									
	45	£59,139									
	44	£57,422									
	43	£55,755									
	42	£54,136									
	41	£52,566									
5	40	£51,039									
	39	£49,559									
	38	£48,149									
	37	£46,735									
	36	£45,413	<u></u>								
	35	£44,128									
	34	£42,882									
	33	£41,671									
4	32	£40,497						£22.19			
-	31*	£39,355						£21.56	* Lecturer Minimum		
	30	£38,249						£20.96			
	29	£37,174	L					£20.37			
	28	£36,130	<u></u>					£19.80			
	27	£35,116						£19.24			
	26	£34,132	L					£18.70			
3	25	£33,482	<u> </u>					£18.35			
	24	£32,546	<u> </u>				£17.34	£17.83			
	23	£31,637					£16.85	£17.34			
	22	£30,805	L				£16.41	£16.88			
	21	£29,959	L				£15.96				
	20	£29,179	L				£15.54				
2b	19	£28,381	-				£15.12				
	18	£27,644	L			£14.73	£14.73				
2 a	17	£26,942				£14.35	£14.35				
	16	£26,338	<u> </u>			£14.03					
	15	£25,733	L			£13.71					
	14	£25,448	<u> </u>		£13.56	£13.56					
	13	£24,900	L		£13.26	£13.26					
1b	12	£24,344	N	040 =0	£12.97						
	11	£23,881	e HRZ		£12.72						
1a	10	£23,414	Cor	£12.47	41	2 :	21				
				1a	1b	2a	2b	3	4	5	6

Note: The University has supplemented the value of spine point 10 to £22,526 per annum since 1 January 2024 so that it meets the UK Living Wage Campaign hourly rate of £12.00 per hour. The 2024/25 pay settlement applies to Spine Point 10's original value of £22,214 per annum.