



**Single Pay Spine for HE Academic and Support Staff, 1-Aug-2023/24-Oct-2024; Minimum 5% increase on 1 Aug 22 scale points/Real living wage**

£	Spine Point	£	£	£	£	£	£	£	£	£	£	Hourly Rate
		Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9		
Not In Use	1	Not In Use										
Not In Use	2	Not In Use										
21,900	3											12.00
21,900	4											12.00
21,900	5											12.00
21,900	6											12.00
21,900	7											12.00
21,900	8											12.00
21,900	9		21,900	21,900								12.00
22,214	10			22,214								12.17
22,681	11			22,681	22,681							12.43
23,144	12			23,144	23,144							12.68
23,700	13			23,700	23,700							12.99
24,248	14				24,248							13.29
24,533	15				24,533							13.44
25,138	16				25,138	25,138						13.77
25,742	17				25,742	25,742						14.11
26,444	18				26,444	26,444						14.49
27,181	19					27,181						14.89
27,979	20					27,979						15.33
28,759	21					28,759						15.76
29,605	22					29,605						16.22
30,487	23					30,487						16.71
31,396	24					31,396						17.20
32,332	25					32,332	32,332					17.72
32,982	26						32,982					18.07
33,966	27						33,966					18.61
34,980	28						34,980					19.17
36,024	29						36,024					19.74
37,099	30						37,099					20.33
38,205	31						38,205					20.93
39,347	32						39,347	39,347				21.56
40,521	33							40,521				22.20
41,732	34							41,732				22.87
42,978	35							42,978				23.55
44,263	36							44,263				24.25
45,585	37							45,585				24.98
46,974	38							46,974				25.74
48,350	39							48,350	48,350			26.49
49,794	40								49,794			27.28
51,283	41								51,283			28.10
52,815	42								52,815			28.94
54,395	43								54,395			29.81
56,021	44								56,021			30.70
57,696	45								57,696	57,696		31.61
59,421	46								59,421	59,421		32.56
61,198	47								61,198	61,198		33.53
63,029	48									63,029		34.54
64,914	49									64,914		35.57
66,857	50									66,857		36.63
68,857	51									68,857		37.73
70,918	52									70,918		38.86

denotes range of grade  
 denotes contibution points