

**GRADES 1 – 9 and AC1-5**

Spine Point	01-Aug-12	01-Aug-13	01-Aug-14	01-Aug-15	01-Aug-16	01-Aug-17	01-Aug-18	01-Aug-19	01-Aug-20	01-Aug-21	01-Aug-22	01-Aug-22	GRADES (Ac = Academic)			
53	£59,896	£60,495	£61,705	£62,322	£63,008	£64,079	£65,361	£66,537	£66,537	£67,535	£69,561	£69,561	Ac 4 Grade 9	Ac 5 Reader		
52	£58,156	£58,738	£59,913	£60,512	£61,178	£62,218	£63,462	£64,604	£64,604	£65,573	£67,540	£67,540				
51	£56,467	£57,031	£58,172	£58,754	£59,400	£60,410	£61,618	£62,727	£62,727	£63,668	£65,578	£65,578				
50	£54,826	£55,375	£56,482	£57,047	£57,674	£58,655	£59,828	£60,905	£60,905	£61,818	£63,673	£63,673				
49	£53,233	£53,765	£54,841	£55,389	£55,998	£56,950	£58,089	£59,135	£59,135	£60,022	£61,823	£61,823				
48	£51,687	£52,204	£53,248	£53,781	£54,372	£55,297	£56,403	£57,418	£57,418	£58,279	£60,027	£60,027				
47	£50,186	£50,688	£51,702	£52,219	£52,793	£53,691	£54,765	£55,750	£55,750	£56,587	£58,285	£58,284				
46	£48,729	£49,216	£50,200	£50,702	£51,260	£52,132	£53,175	£54,131	£54,131	£54,943	£56,591	£56,592				
45	£47,314	£47,787	£48,743	£49,230	£49,772	£50,618	£51,630	£52,560	£52,560	£53,348	£54,948	£54,949				
44	£45,941	£46,400	£47,328	£47,801	£48,327	£49,149	£50,132	£51,034	£51,034	£51,799	£53,353	£53,353				
43	£44,607	£45,053	£45,954	£46,414	£46,924	£47,722	£48,676	£49,553	£49,553	£50,296	£51,805	£51,805	Ac 3 Grade 8			
42	£43,312	£43,745	£44,620	£45,066	£45,562	£46,336	£47,263	£48,114	£48,114	£48,835	£50,300	£50,300				
41	£42,055	£42,476	£43,325	£43,758	£44,240	£44,992	£45,892	£46,718	£46,718	£47,419	£48,842	£48,841				
40	£40,834	£41,242	£42,067	£42,488	£42,955	£43,685	£44,559	£45,361	£45,361	£46,042	£47,423	£47,423				
39	£39,649	£40,046	£40,847	£41,255	£41,709	£42,418	£43,266	£44,045	£44,045	£44,706	£46,047	£46,047				
38	£38,522	£38,907	£39,685	£40,082	£40,523	£41,212	£42,036	£42,792	£42,792	£43,434	£44,737	£44,737				
37	£37,382	£37,756	£38,511	£38,896	£39,324	£39,992	£40,792	£41,526	£41,526	£42,149	£43,413	£43,414	Ac 2 Grade 7 *			
36	£36,298	£36,661	£37,394	£37,768	£38,183	£38,833	£39,610	£40,322	£40,322	£40,927	£42,155	£42,155				
35	£35,244	£35,597	£36,309	£36,672	£37,075	£37,706	£38,460	£39,152	£39,152	£39,739	£40,931	£40,931				
34	£34,223	£34,565	£35,256	£35,609	£36,001	£36,613	£37,345	£38,017	£38,017	£38,587	£39,745	£39,745				
33	£33,230	£33,562	£34,233	£34,576	£34,956	£35,550	£36,261	£36,914	£36,914	£37,467	£38,591	£38,592				
32	£32,267	£32,590	£33,242	£33,574	£33,943	£34,520	£35,210	£35,845	£35,845	£36,382	£37,473	£37,474				
31	£31,331	£31,644	£32,277	£32,600	£32,958	£33,518	£34,189	£34,804	£34,804	£35,326	£36,386	£36,386				
30	£30,424	£30,728	£31,342	£31,656	£32,004	£32,548	£33,199	£33,797	£33,797	£34,304	£35,333	£35,333				
29	£29,541	£29,837	£30,434	£30,738	£31,076	£31,604	£32,236	£32,817	£32,817	£33,309	£34,308	£34,308		Ac 1 Grade 6		
28	£28,685	£28,972	£29,552	£29,847	£30,175	£30,688	£31,302	£31,866	£31,866	£32,344	£33,314	£33,314				
27	£27,854	£28,132	£28,695	£28,982	£29,301	£29,799	£30,395	£30,942	£30,942	£31,406	£32,348	£32,348				
26	£27,047	£27,318	£27,864	£28,143	£28,452	£28,936	£29,514	£30,046	£30,046	£30,497	£31,412	£31,411				
25	£26,264	£26,527	£27,057	£27,328	£27,629	£28,098	£28,660	£29,176	£29,176	£29,614	£30,502	£30,502	Grade 5			
24	£25,504	£25,759	£26,274	£26,537	£26,829	£27,285	£27,831	£28,331	£28,331	£28,756	£29,619	£29,619				
23	£24,766	£25,013	£25,513	£25,769	£26,052	£26,495	£27,025	£27,511	£27,511	£27,924	£28,762	£28,762				
22	£24,049	£24,289	£24,775	£25,023	£25,298	£25,728	£26,243	£26,715	£26,715	£27,116	£27,929	£27,929				
21	£23,352	£23,585	£24,057	£24,298	£24,565	£24,983	£25,482	£25,941	£25,941	£26,341	£27,131	£27,131				
20	£22,700	£22,927	£23,386	£23,619	£23,879	£24,285	£24,771	£25,217	£25,217	£25,627	£26,396	£26,396				
19	£22,020	£22,240	£22,685	£22,912	£23,164	£23,557	£24,028	£24,461	£24,461	£24,871	£25,642	£25,642	Grade 4			
18	£21,383	£21,597	£22,029	£22,249	£22,494	£22,876	£23,334	£23,754	£23,754	£24,174	£24,948	£24,948				
17	£20,764	£20,972	£21,391	£21,605	£21,843	£22,214	£22,659	£23,067	£23,067	£23,487	£24,285	£24,285				
16	£20,172	£20,374	£20,781	£20,989	£21,220	£21,585	£22,017	£22,417	£22,417	£22,847	£23,715	£23,715				
15	£19,606	£19,802	£20,198	£20,400	£20,624	£20,989	£21,414	£21,814	£21,814	£22,254	£23,144	£23,144		Grade 3		
14	£19,056	£19,247	£19,632	£19,828	£20,046	£20,411	£20,836	£21,236	£21,236	£21,686	£22,662	£22,662				
13	£18,523	£18,708	£19,083	£19,273	£19,485	£19,850	£20,275	£20,675	£20,675	£21,135	£22,149	£22,149				
12	£18,005	£18,185	£18,549	£18,734	£18,940	£19,305	£19,730	£20,130	£20,130	£20,600	£21,630	£21,630				
11	£17,503	£17,678	£18,031	£18,212	£18,412	£18,777	£19,202	£19,612	£19,612	£20,092	£21,197	£21,197				
10	£17,014	£17,184	£17,528	£17,703	£17,898	£18,263	£18,688	£19,133	£19,133	£19,623	£20,761	£20,761				
9	£16,540	£16,705	£17,039	£17,210	£17,399	£17,764	£18,189	£18,709	£18,709	£19,209	£20,400	£20,400	Grade 2			
8	£16,091	£16,252	£16,577	£16,776	£16,961	£17,326	£17,751	£18,342	£18,342	£18,852	£20,134	£20,134				
7	£15,658	£15,814	£16,131	£16,357	£16,618	£16,983	£17,408	£18,009	£18,009	£18,529	£19,863	£19,863				
6	£15,303	£15,456	£15,765	£16,017	£16,289	£16,654	£17,079	£17,682	£17,682	£18,278	£19,578	£19,578				
5	£14,905	£15,054	£15,356	£15,632	£15,976	£16,341	£16,766	£17,361	£17,361	£18,278	£19,333	£19,333		Grade 1		
4	£14,520	£14,665	£14,959	£15,258	£15,670	£16,035	£16,460	£17,046	£17,190	£18,278	£19,092	£19,092				
3	£14,202	£14,344	£14,631	£14,953	£15,356	£15,721	£16,146	£16,824	--	17,338	--	--				
2	£13,839	£13,977	£14,257	£14,599	£15,052	£15,417	£15,842	--	--	--	--	--				
1	£13,486	£13,621	£13,953	£14,323	£14,767	--	--	--	--	--	--	--				

Contribution Point

\* Lecturer Minimum

### Grade 10

Grade	Point	1%	1%	2%	1%	1.1%	1.7%	2.0%	1.8%	0.0%	1.5%	01-Aug-22
		01-Aug-12	01-Aug-13	01-Aug-14	01-Aug-15	01-Aug-16	01-Aug-17	01-Aug-18	01-Aug-19	01-Aug-20	01-Aug-21	
Grade 10A	1	56,306	56,869	58,006	58,586	59,231	60,238	61,443	£62,549	£62,549	£63,487	£65,392
	2	57,733	58,310	59,476	60,071	60,732	61,764	63,000	£64,134	£64,134	£65,096	£67,049
	3	59,368	59,962	61,161	61,773	62,452	63,514	64,784	£65,950	£65,950	£66,939	£68,947
	4	61,128	61,739	62,974	63,604	64,303	65,396	66,704	£67,905	£67,905	£68,924	£70,992
	5*	63,520	64,155	65,438	66,092	66,819	67,955	69,314	£70,562	£70,562	£71,620	£73,769
	6*	65,913	66,572	67,903	68,582	69,336	70,515	71,925	£73,220	£73,220	£74,318	£76,548
Grade 10B	5	63,520	64,155	65,438	66,092	66,819	67,955	69,314	£70,562	£70,562	£71,620	£73,769
	6	65,913	66,572	67,903	68,582	69,336	70,515	71,925	£73,220	£73,220	£74,318	£76,548
	7	68,294	68,977	70,356	71,060	71,841	73,062	74,524	£75,865	£75,865	£77,003	£79,313
	8	70,686	71,393	72,821	73,549	74,358	75,622	77,135	£78,523	£78,523	£79,701	£82,092
	9*	73,085	73,816	75,292	76,045	76,881	78,188	79,752	£81,188	£81,188	£82,406	£84,878
	10*	75,734	76,491	78,021	78,801	79,668	81,022	82,643	£84,131	£84,131	£85,393	£87,955

\* Discretionary

### PROFESSORIAL RANGES

	Point	* Revised 01/07/2017	Effective Date 01/08/2017	Effective Date 01/08/2018	Effective Date 01/08/2019	Effective Date 01/08/2020	Effective Date 01/08/2021	Effective Date 01/08/2022
Range 1	1	61,654	62,702	63,956	£65,107	£65,107	£66,084	£68,067
	2	64,904	66,007	67,328	£68,540	£68,540	£69,568	£71,655
	3	68,154	69,313	70,699	£71,972	£71,972	£73,051	£75,243
Range 2	1	78,178	79,507	81,097	£82,557	£82,557	£83,795	£86,309
	2	82,773	84,180	85,864	£87,410	£87,410	£88,721	£91,383
	3	87,368	88,853	90,630	£92,261	£92,261	£93,645	£96,454
	4	92,091	93,657	95,530	£97,250	£97,250	£98,708	£101,669
Range 3	1	94,576	96,184	98,108	£99,874	£99,874	£101,372	£104,413
	2	98,675	100,352	102,360	£104,202	£104,202	£105,766	£108,939
	3	102,776	104,523	106,614	£108,533	£108,533	£110,161	£113,466
	4	106,999	108,818	110,994	£112,992	£112,992	£114,687	£118,128
	5	109,483	111,344	113,571	£115,615	£115,615	£117,350	£120,871
Range 4	1	109,483	111,344	113,571	£115,615	£115,615	£117,350	£120,871
	2	113,210	115,135	117,438	£119,552	£119,552	£121,345	£124,985
	3	116,939	118,927	121,306	£123,490	£123,490	£125,342	£129,102
	4	120,665	122,716	125,171	£127,424	£127,424	£129,335	£133,215
	5	124,382	126,496	129,026	£131,348	£131,348	£133,319	£137,319
	6	128,105	130,283	132,889	£135,281	£135,281	£137,310	£141,429

**ECIT SCALE 1 Oct 2022**

<b>Point</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>GRADES</b>
<b>34</b>	83,698	£84,619	£86,057	£87,778	£89,358	£89,358	£90,698	<b>£93,419</b>	<b>ECIT Grade 5</b>
<b>33</b>	81,260	£82,154	£83,550	£85,221	£86,755	£86,755	£88,056	<b>£90,698</b>	
<b>32</b>	78,893	£79,761	£81,117	£82,739	£84,228	£84,228	£85,492	<b>£88,057</b>	
<b>31</b>	76,600	£77,443	£78,759	£80,334	£81,780	£81,780	£83,007	<b>£85,497</b>	
<b>30</b>	74,373	£75,191	£76,469	£77,998	£79,402	£79,402	£80,593	<b>£83,011</b>	
<b>29</b>	72,208	£73,002	£74,243	£75,728	£77,091	£77,091	£78,247	<b>£80,594</b>	<b>ECIT Grade 4</b>
<b>28</b>	70,110	£70,881	£72,086	£73,528	£74,852	£74,852	£75,974	<b>£78,253</b>	
<b>27</b>	68,073	£68,822	£69,992	£71,392	£72,677	£72,677	£73,767	<b>£75,980</b>	
<b>26</b>	66,094	£66,821	£67,957	£69,316	£70,564	£70,564	£71,622	<b>£73,771</b>	
<b>25</b>	64,174	£64,880	£65,983	£67,303	£68,514	£68,514	£69,542	<b>£71,628</b>	
<b>24</b>	62,310	£62,995	£64,066	£65,347	£66,523	£66,523	£67,521	<b>£69,547</b>	<b>ECIT Grade 3</b>
<b>23</b>	60,500	£61,166	£62,205	£63,449	£64,591	£64,591	£65,560	<b>£67,527</b>	
<b>22</b>	58,741	£59,387	£60,397	£61,605	£62,714	£62,714	£63,655	<b>£65,565</b>	
<b>21</b>	57,035	£57,662	£58,643	£59,816	£60,893	£60,893	£61,806	<b>£63,660</b>	
<b>20</b>	55,211	£55,818	£56,767	£57,902	£58,944	£58,944	£59,828	<b>£61,623</b>	
<b>19</b>	53,386	£53,973	£54,891	£55,989	£56,997	£56,997	£57,852	<b>£59,588</b>	<b>ECIT Grade 2</b>
<b>18</b>	51,561	£52,128	£53,014	£54,074	£55,047	£55,047	£55,873	<b>£57,549</b>	
<b>17</b>	49,736	£50,283	£51,138	£52,161	£53,100	£53,100	£53,896	<b>£55,513</b>	
<b>16</b>	47,911	£48,438	£49,261	£50,246	£51,150	£51,150	£51,918	<b>£53,476</b>	
<b>15</b>	46,087	£46,594	£47,386	£48,334	£49,204	£49,204	£49,942	<b>£51,440</b>	
<b>14</b>	44,261	£44,748	£45,509	£46,419	£47,255	£47,255	£47,963	<b>£49,402</b>	<b>ECIT Grade 1</b>
<b>13</b>	42,436	£42,903	£43,632	£44,505	£45,306	£45,306	£45,986	<b>£47,366</b>	
<b>12</b>	40,916	£41,366	£42,069	£42,910	£43,682	£43,682	£44,338	<b>£45,668</b>	
<b>11</b>	39,394	£39,827	£40,504	£41,314	£42,058	£42,058	£42,689	<b>£43,970</b>	
<b>10</b>	37,874	£38,291	£38,942	£39,721	£40,436	£40,436	£41,043	<b>£42,274</b>	
<b>9</b>	36,657	£37,060	£37,690	£38,444	£39,136	£39,136	£39,723	<b>£40,915</b>	<b>ECIT Grade 1</b>
<b>8</b>	35,439	£35,829	£36,438	£37,167	£37,836	£37,836	£38,404	<b>£39,556</b>	
<b>7</b>	34,224	£34,600	£35,189	£35,893	£36,539	£36,539	£37,087	<b>£38,200</b>	
<b>6</b>	33,006	£33,369	£33,936	£34,615	£35,238	£35,238	£35,767	<b>£36,840</b>	
<b>5</b>	31,790	£32,140	£32,686	£33,340	£33,940	£33,940	£34,449	<b>£35,482</b>	
<b>4</b>	30,574	£30,910	£31,436	£32,065	£32,642	£32,642	£33,132	<b>£34,126</b>	<b>ECIT Grade 1</b>
<b>3</b>	29,358	£29,681	£30,186	£30,790	£31,344	£31,344	£31,814	<b>£32,768</b>	
<b>2</b>	28,141	£28,451	£28,934	£29,513	£30,044	£30,044	£30,495	<b>£31,410</b>	
<b>1</b>	26,924	£27,220	£27,683	£28,237	£28,745	£28,745	£29,176	<b>£30,051</b>	