

RHUL Single Pay Spine
Effective 1st August 2006 Revised 1st August 2009

Spine point			Effective	Effective	Effective			Effective	Effective	Effective	
			01-Aug-06	01-Feb-07	01-Aug-07			01-Feb-08	01-May-08 Greater of 3% or £420	01-Oct-08	
				1%	3%						
49	Grade 10	Contribution Points	£49,116	£49,607	£51,095	Grade 10	Contribution Points	£51,095	£52,628	£55,259	£55,535
48*			£47,685	£48,162	£49,607			£49,607	£51,095	£53,650	£53,918
47		Grade 9	£45,621	£46,077	£47,459		Grade 9	£48,161 #	£49,606	£52,086	£52,346
46			£43,638	£44,074	£45,397			£45,397	£46,759	£49,096	£49,341
45	Contribution Points		£42,367	£42,791	£44,074	Contribution Points		£44,074	£45,397	£47,666	£47,904
44			£41,133	£41,544	£42,791			£42,791	£44,074	£46,278	£46,509
43			£39,935	£40,335	£41,545			£41,545	£42,791	£44,930	£45,155
42	Grade 8		£38,207	£38,589	£39,747	Grade 8		£40,335 #	£41,545	£43,622	£43,840
41			£36,546	£36,912	£38,019			£38,019	£39,160	£41,118	£41,324
40			£35,481	£35,836	£36,911			£36,911	£38,019	£39,920	£40,120
39			£34,448	£34,793	£35,837			£35,837	£36,912	£38,757	£38,951
38			£33,465	£33,799	£34,813		Contribution Points	£34,813	£35,858	£37,651	£37,839
37		Contribution Points	£32,471	£32,795	£33,779		###	£33,779##	£34,793	£36,532	£36,715
36			£31,525	£31,840	£32,796			Deleted ##	Deleted	Deleted	Deleted
35			£31,066	£31,377	£32,318			£32,796	£33,780	£35,469	£35,646
34		Grade 7	£29,716	£30,013	£30,913		Grade 7	£30,913	£31,840	£33,432	£33,599
33	Contribution Points		£28,010	£28,290	£29,139	Contribution Points		£29,139	£30,013	£31,513	£31,671
32			£27,193	£27,465	£28,289			£28,289	£29,138	£30,594	£30,747
31			£26,402	£26,666	£27,466			£27,466	£28,290	£29,704	£29,853
30	Grade 6		£25,633	£25,889	£26,666	Grade 6		£26,666	£27,466	£28,839	£28,983
29			£24,886	£25,135	£25,889			£25,889	£26,665	£27,999	£28,139
28			£24,161	£24,402	£25,134			£25,134	£25,888	£27,183	£27,319
27			£23,457	£23,692	£24,403			£24,403	£25,135	£26,391	£26,523
26		Contribution Points	£22,111	£22,332	£23,002		Contribution Points	£23,002	£23,692	£24,877	£25,001
25			£21,467	£21,682	£22,332			£22,332	£23,002	£24,152	£24,273
24		Grade 5	£20,842	£21,050	£21,682		Grade 5	£21,682	£22,332	£23,449	£23,566
23			£20,234	£20,437	£21,050			£21,050	£21,681	£22,765	£22,879
22			£19,666	£19,862	£20,458			£20,458	£21,072	£22,126	£22,237
21			£19,073	£19,263	£19,841			£19,841	£20,436	£21,458	£21,565
20			£18,517	£18,703	£19,264			£19,264	£19,841	£20,834	£20,938
19	Contribution Points		£17,978	£18,157	£18,702	Contribution Points		£18,702	£19,263	£20,226	£20,327
18			£17,461	£17,636	£18,165			£18,165	£18,710	£19,645	£19,743
17	Grade 4		£17,214	£17,386	£17,908	Grade 4		£17,908	£18,445	£19,368	£19,464
16			£16,488	£16,653	£17,152			£17,152	£17,667	£18,550	£18,643
15			£16,023	£16,183	£16,669			£16,669	£17,169	£18,027	£18,117
14		Contribution Points	£15,571	£15,727	£16,199		Contribution Points	£16,199	£16,684	£17,519	£17,607
13			£15,133	£15,284	£15,743			£15,743	£16,215	£17,026	£17,111
12		Grade 3	£14,920	£15,069	£15,521		Grade 3	£15,521	£15,987	£16,786	£16,870
11			£14,293	£14,436	£14,869			£14,869	£15,315	£16,081	£16,161
10			£13,902	£14,041	£14,462			£14,462	£14,896	£15,641	£15,719
9	Contribution Points		£13,524	£13,659	£14,069	Contribution Points		£14,069	£14,491	£15,216	£15,292
8			£13,207	£13,339	£13,739			£13,739	£14,159	£14,867	£14,941
7	Grade 2		£12,850	£12,979	£13,368	Grade 2		£13,368	£13,788	£14,477	£14,549
6			£12,504	£12,629	£13,008			£13,008	£13,428	£14,099	£14,169
5		Contribution Points	£12,218	£12,340	£12,710		Contribution Points	£12,710	£13,130	£13,787	£13,856
4			£11,892	£12,011	£12,371			£12,371	£12,791	£13,431	£13,498
3		Grade 1	£11,575	£11,691	£12,041		Grade 1	£12,041	£12,461	£13,085	£13,150
2			£11,238	£11,350	£11,691			£11,691	£12,111	£12,717	£12,780
1**			£10,911	£11,020	Deleted	Deleted	Deleted	Deleted	Deleted	Deleted	Deleted

- Progression Threshold
- * Professorial Minimum only
- ** Transitional Point - until 31st July 2007

Points to Grade Matrix

Grade	HERA Points	
	From	To
1	0	185
2	186	215
3	216	245
4	246	290
5	291	345
6	346	395
7	396	450
8	451	610
9	611	710
10	711+	

uplifted to the value of the equivalent points on the national pay spine for all staff

Top of grade 7 uplifted to value of point 36. Point 36 deleted & the bottom of grade 8 starts at point 37

As point 36 is deleted the contribution points for grade 7 become points 37 & 38