

Non-clinical academic and related staff spine

Spine point	Salary at 1/8/17	Salary at 1/8/18	Salary at 1/8/19	Salary at 1/8/21	Grade 6	Grade 7	Grade 8	Grade 9
	1.7%	2.0%	1.8%	1.5%				
22	£25,728	£26,243	£26,715	£27,116	not used			
23	£26,495	£27,025	£27,511	£27,924				
24	£27,285	£27,830	£28,331	£28,756				
25	£28,099	£28,660	£29,176	£29,614	not used			
26	£28,936	£29,515	£30,046	£30,497				
27	£29,799	£30,395	£30,942	£31,406				
28	£30,688	£31,302	£31,866	£32,344		not used		
29	£31,604	£32,236	£32,817	£33,309				
30	£32,548	£33,199	£33,797	£34,304				
31	£33,518	£34,189	£34,804	£35,326		not used		
32	£34,520	£35,211	£35,845	£36,382		not used		
33	£35,551	£36,261	£36,914	£37,467				
34	£36,613	£37,345	£38,017	£38,587		not used		
35	£37,706	£38,460	£39,152	£39,739		not used		
36	£38,832	£39,609	£40,322	£40,927				
37	£39,993	£40,792	£41,526	£42,149				
38	£41,212	£42,036	£42,792	£43,434				
39	£42,418	£43,267	£44,045	£44,706				
40	£43,685	£44,559	£45,361	£46,042			not used	
41	£44,992	£45,892	£46,718	£47,419				
42	£46,336	£47,263	£48,114	£48,835			not used	
43	£47,722	£48,677	£49,553	£50,296				
44	£49,148	£50,132	£51,034	£51,799				
45	£50,618	£51,630	£52,560	£53,348				not used
46	£52,131	£53,174	£54,131	£54,943				
47	£53,690	£54,765	£55,750	£56,587				
48	£55,296	£56,403	£57,418	£58,279				
49	£56,950	£58,089	£59,135	£60,022				
50	£58,655	£59,828	£60,905	£61,818				
51	£60,410	£61,618	£62,727	£63,668				
**52	£62,217	£63,461	£64,604	£65,573				
**53	£64,079	£65,361	£66,538	£67,536				
**54	£65,996	£67,316	£68,528	£69,556				
**55	£67,972	£69,331	£70,579	£71,638				
**56	£70,006	£71,406	£72,692	£73,782				
**57	£72,102	£73,544	£74,868	£75,991				
**58	£74,259	£75,744	£77,108	£78,265				

JNCHES pay spine 2021-22 <https://www.ucea.ac.uk>

Explanatory Notes

- The salary spine is agreed nationally. The grades shown against the salary spine above have been agreed locally with the University and College Union in accordance with the national Framework Agreement and Memorandum of Understanding.
- The points on the scale used in this University's grades are shaded in the table above. The grades do not use all the consecutive points available on the nationally agreed salary spine and the points not used are marked as "not used".
- The bold line in each grade marks the "contribution threshold". The starting salary on appointment is normally on a salary point up to the contribution threshold.
- Salaries normally progress by an increment each year until the contribution threshold is reached. This progression depends partly on length of service in the grade and partly on the assessment of contribution. Award of increments (contribution points) above the threshold is dependent on exceptional performance, as defined by the University. For further information: <https://www.intranet.bham.ac.uk/hr/payandreward/jobclass.shtml> The Birmingham agreement on the implementation of the national Framework Agreement for the modernisation of pay arrangements was implemented on 1 January 2006. The agreement includes job evaluation, and is incorporated into the terms and conditions of appointment of academic and academic-related members of staff.
- **University of Birmingham increment points added with effect from 1 July 2008