

	Aug-23	Aug-24	Mar-25	HIGHER PROFESSORIAL PAY ZONE	
87	£148,603	£149,503	£152,318	Recruitment and Retention factors	Merit and Contribution factors
86	£146,382	£147,282	£150,041		
85	£144,160	£145,060	£147,764	↑	↑
84	£141,937	£142,837	£145,485		
83	£139,716	£140,616	£143,209	↑	↑
82	£137,494	£138,394	£140,932		
81	£135,270	£136,170	£138,652	↑	↑
80	£133,051	£133,951	£136,377		
79	£130,828	£131,728	£134,099	↑	↑
78	£128,607	£129,507	£131,822		
77	£126,385	£127,285	£129,545	↑	↑
76	£124,163	£125,063	£127,267		
75	£121,941	£122,841	£124,989	↑	↑
74	£119,719	£120,619	£122,712		
73	£117,493	£118,393	£120,430	↑	↑
72	£115,275	£116,175	£118,157		
71	£113,048	£113,948	£115,874	↑	↑
70	£110,823	£111,723	£113,594		
69	£108,606	£109,506	£111,321	↑	↑
68	£106,380	£107,280	£109,039		
67	£104,155	£105,055	£106,759	↑	↑
66	£101,934	£102,834	£104,482		
65	£99,711	£100,611	£102,204	↑	↑
64	£97,488	£98,388	£99,926		
63	£95,263	£96,163	£97,645	↑	↑
62	£93,037	£93,937	£95,363		
61	£90,815	£91,715	£93,085	↑	↑
60	£88,595	£89,495	£90,810		
59	£86,372	£87,272	£88,531	↑	↑
58	£84,146	£85,046	£86,250		
57	£81,924	£82,824	£83,972	↑	↑
56	£79,795	£80,695	£81,790		
55	£77,474	£78,374	£79,411	↑	↑
54	£75,226	£76,126	£77,107		
53	£73,040	£73,940	£74,866	↑	↑
52	£70,919	£71,819	£72,692		
51	£68,857	£69,757	£70,578	↑	↑
50	£66,857	£67,757	£68,528		

Salary position referenced against Management Pay Spine points but without direct assimilation to MPS. There is no salary progression in this zone, only salary 'readjustment' informed by the factors above. In effect, Professors in this zone are on Personal Pay.

Awarded only exceptionally at Vice-Chancellor's discretion

- 1. Informed by academic status and reputational impacts (see matrix)
- 2. Where sustained performance & contribution merits consolidated awards

Higher professorial salary range where merit and sustained contribution factors need to be taken into account

AC5 (PROFESSORIAL BASE GRADE AND SALARY RANGE)			
HERA Points	Level 1	Level 2	Spine Point / Salary Range
749		↑ Progression	56 / £81,790
700		↑	55 / £79,411
699	↑ Pay Progression		54 / £77,107
			53 / £74,866
			52 / £72,692
			51 / £70,578
645			50 / £68,528

↑
Professional Grading Zone