New Grade Structure

Annex 2E

Research staff old grades mapped to new grades

Note: A simple 'read across' from current grades to grades in the new structure may be misleading because it does not take account of the outcome of the HERA assessment process.

Salaries at 1 August 2004

New pay spine		New grades							
Point on scale	Single spine salary	5	6	7	8	9	10	11	12
									561 and over
92	£109,100								*
91	£105,922								CB4 *
90	£102,837								*
89	£99,841								*
88	£96,933								*
87	£94,110								*
86	£91,369								CB3 *
85	£88,708								*
84	£86,124								*
83	£83,616								*
82	£81,180								*
81	£78,816								*
80	£76,520								*
79	£74,291								CB2 *
78	£72,127								*
77	£70,027								*
76	£67,987								*
75	£66,007								*
74	£64,084								*
73	£62,218								*
72	£60,406								CB1 *
71	£58,646								*
70	£56,938								*
69	£55,280								*
68	£53,670							521 - 580	*
67	£52,106							6*	
66	£50,589							5*	
65	£49,115						481 - 520	4*	
64	£47,685						6*	3*	
63	£46,296						5*	2*	
62	£44,947					436 - 480	4*	1*	
61	£43,638					13*	3		
60	£42,367					12*	2		
59	£41,133				386 - 435	11*	1		
58	£39,935				14*	10*			
57	£38,772				13*	9			
56	£37,643				12*	8			
55	£36,546				11	7			
54	£35,482				10	6			
53	£34,448			346 - 385	9	5			
52	£33,445			14*	8	4			
51	£32,471			13*	7	3			
50	£31,544			12*	6	2			
49	£30,607		311 - 345	11*	5	1			
48	£29,715		12*	10	4				
47	£28,850		11*	9	3				
46	£28,009		10*	8	2				
45	£27,194	276 - 310	9*	7	1				
44	£26,401	11*	8*	6					
43	£25,633	10*	7*	5					
42	£24,886	9*	6	4					
41	£24,161	8*	5	3					
40	£23,457	7*	4	2					
39	£22,774	6*	3	1					
38	£22,111	5	2						
37	£21,467	4	1						
36	£20,842	3							
35	£20,235	2							
34	£19,645	1							

Current grades

Director of Research

Stipend	Point	Number
£52,936	1	0

Principal Research Associate

Stipend	Point	Number
£45,885	1	1

Senior Research Associate (and analagous grades)

	Point	Number
£40,091	13*	-
£39,114	12*	-
£37,558	11*	-
£35,883	10	175
£34,227	9	23
£32,666	8	29
£31,544	7	17
£30,362	6	10
£29,127	5	12
£27,989	4	5
£27,117	3	1
£25,700	2	2
£24,820	1	1

Research Associate (old and current scales)

Stipend	Point	Number
£32,666	13*	-
£31,544	12*	-
£30,362	11*	-
£29,127	10	429
£27,989	9	79
£27,117	8	127
£25,700	7	134
£24,820	6	129
£23,643	5	132
£22,508	4	140
£21,640	3	96
£20,540	2	30
£19,460	1	22

Research Assistant

Stipend	Point	Number
£24,820	6*	-
£23,643	5*	-
£22,508	4*	-
£21,640	3	233
£20,540	2	63
£19,460	1	104

Note 1: * Contribution point These points apply to contract research staff in grades 5-10.

Note 2: 54 Research Assistants, 326 Research Associates and 50 Senior Research Associates are in receipt of additional payments equivalent to one or more discretionary increments