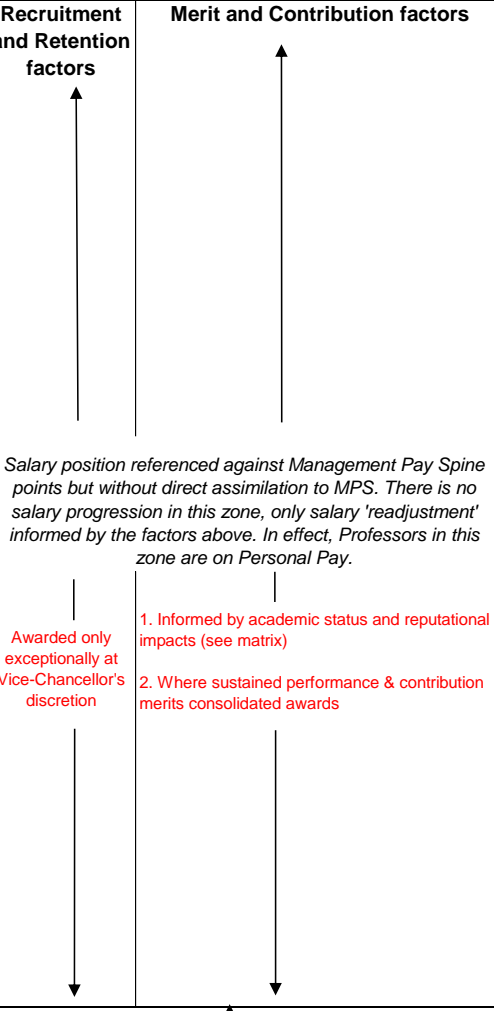


	Aug-22	Feb-23	Aug-23	HIGHER PROFESSORIAL PAY ZONE	
87	£141,527	£144,358	£148,603	Recruitment and Retention factors	Merit and Contribution factors
86	£139,411	£142,198	£146,382		
85	£137,295	£140,041	£144,160	↑	↑
84	£135,178	£137,882	£141,937		
83	£133,063	£135,723	£139,716	↑	↑
82	£130,947	£133,566	£137,494		
81	£128,829	£131,406	£135,270	↑	↑
80	£126,715	£129,249	£133,051		
79	£124,598	£127,090	£130,828	↑	↑
78	£122,483	£124,934	£128,607		
77	£120,367	£122,774	£126,385	↑	↑
76	£118,250	£120,615	£124,163		
75	£116,134	£118,457	£121,941	↑	↑
74	£114,018	£116,298	£119,719		
73	£111,898	£114,136	£117,493	↑	↑
72	£109,786	£111,982	£115,275		
71	£107,665	£109,817	£113,048	↑	↑
70	£105,546	£107,657	£110,823		
69	£103,434	£105,502	£108,606	↑	↑
68	£101,314	£103,340	£106,380		
67	£99,195	£101,179	£104,155	↑	↑
66	£97,080	£99,022	£101,934		
65	£94,963	£96,862	£99,711	↑	↑
64	£92,846	£94,703	£97,488		
63	£90,727	£92,541	£95,263	↑	↑
62	£88,607	£90,379	£93,037		
61	£86,490	£88,220	£90,815	↑	↑
60	£84,376	£86,063	£88,595		
59	£82,259	£83,904	£86,372	↑	↑
58	£80,139	£81,743	£84,146		
57	£78,023	£79,582	£81,924	↑	↑
56	£75,995	£77,515	£79,795		
55	£73,785	£75,261	£77,474	↑	↑
54	£71,644	£73,077	£75,226		
53	£69,562	£70,952	£73,040	↑	↑
52	£67,542	£68,893	£70,919		
51	£65,578	£66,890	£68,857	↑	↑
50	£63,673	£64,945	£66,857		



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

ACS (PROFESSORIAL BASE GRADE AND SALARY RANGE)			
HERA Points	Level 1	Level 2	Spine Point Salary Range
	749		↑ Progression
↑		↑	55 £77,474
700		↑	54 £75,226
↑		↑	53 £73,040
699	↑ Pay Progression		52 £70,919
↑			51 £68,857
645			50 £66,857

Professional Grading Zone