<table>
<thead>
<tr>
<th>Spine Point</th>
<th>Full-time annual salary</th>
<th>Grade</th>
<th>Hourly Rate</th>
<th>Hourly Rate plus occupational annual leave¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>£81,791</td>
<td>Fixed minimum²</td>
<td>£44.77</td>
<td>£52.63</td>
</tr>
<tr>
<td>Reader</td>
<td>£71,448</td>
<td>Fixed minimum²</td>
<td>£39.11</td>
<td>£45.98</td>
</tr>
<tr>
<td>29</td>
<td>£68,987</td>
<td></td>
<td>£37.76</td>
<td>£44.39</td>
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<tr>
<td>28</td>
<td>£66,130</td>
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<td>£36.20</td>
<td>£42.55</td>
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<tr>
<td>27</td>
<td>£63,392</td>
<td></td>
<td>£34.70</td>
<td>£40.79</td>
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<tr>
<td>26</td>
<td>£60,762</td>
<td></td>
<td>£33.26</td>
<td>£39.10</td>
</tr>
</tbody>
</table>

**Notes**

¹This hourly rate should be used for Agency Workers from week 13 i.e. following 12 weeks’ continuous service.

²Professors and Readers are appointed on fixed salaries. No automatic increments; any future salary increases or one-off payments are performance-related and are determined in line with College procedures.

³Employees can progress to fixed salaries above the value of the spine point scale for this grade. Fixed salaries have no automatic increments; any future salary increases or one-off payments are performance-related and are determined in line with College procedures.