

University of Suffolk (UoS)

SINGLE PAY SPINE FOR HE ACADEMIC AND SUPPORT STAFF 2025/26

UPDATED 01/04/2026

Spine point	Salary from 1 August 2025 (1.4 % pay award inc)	Annotation for National Living Wage (NLW) compliance (per annum, pro rata) from 1 April 2026	Hourly rate	Salary from 1 April 2026 (reflecting National Living Wage compliance)	UoS Band	Role specific mapping
			£ 12.71		National Living Wage / Non Banded activities (used for activity which does not form a full evaluated job role)	
7	£ 23,887	£ 634.92		£ 24,522	Band 1	
8	£ 23,887	£ 634.92		£ 24,522		
9	£ 23,887	£ 634.92		£ 24,522		
10	£ 23,887	£ 634.92		£ 24,522		
11	£ 24,215	£ 307.00		£ 24,522		
12	£ 24,685			£ 24,685	Band 2	
13	£ 25,249			£ 25,249		
14	£ 25,804			£ 25,804	Band 3	
15	£ 26,093			£ 26,093		
16	£ 26,707			£ 26,707		
17	£ 27,319			£ 27,319		
18	£ 28,031			£ 28,031		
19	£ 28,778			£ 28,778	Band 4	
20	£ 29,588			£ 29,588		
21	£ 30,378			£ 30,378	Band 5	
22	£ 31,236			£ 31,236		
23	£ 32,080			£ 32,080		
24	£ 33,002			£ 33,002		
25	£ 33,951			£ 33,951		
26	£ 34,610			£ 34,610	Band 6	
27	£ 35,608			£ 35,608		
28	£ 36,636			£ 36,636	Lecturer / Research Fellow	
29	£ 37,694			£ 37,694		
30	£ 38,784			£ 38,784		
31	£ 39,906			£ 39,906		
32	£ 41,064			£ 41,064		
33	£ 42,254			£ 42,254	Senior Lecturer/ Senior Research Fellow (including SL who are Course Leaders)	Course Leader (Lecturer) (fixed term tenure - 3 years) CLs who are on Lecturer payscale to commence 1 increment point above substantive role and to increase in 1 increment stages, annually to max SCP 39).
34	£ 43,482			£ 43,482		
35	£ 44,746			£ 44,746	Associate Professor (including AP who are Course Leaders) (* Associate Professors will receive an accelerated increment on appointment to the AP pay band)	Head of Subject (fixed term tenure - 3 years) Head of Subjects who are substantive Senior Lecturers to commence 1 increment point above substantive role and to increase in 1 increment stages, annually to max SCP 46).
36	£ 46,049			£ 46,049		
37	£ 47,389			£ 47,389		
38	£ 48,823			£ 48,823		
39	£ 50,253			£ 50,253		
40	£ 51,754			£ 51,754	Professor (Band A)	Associate Dean
41	£ 53,302			£ 53,302		
42	£ 54,894			£ 54,894	Band 8	
43	£ 56,536			£ 56,536		
44	£ 58,226			£ 58,226		
45	£ 59,967			£ 59,967		
46	£ 61,760			£ 61,760		
47	£ 63,606			£ 63,606	Band 9	Professor (Band B)
48	£ 65,509			£ 65,509		
49	£ 67,469			£ 67,469		
50	£ 69,488			£ 69,488		
51	£ 71,566			£ 71,566		
52	£ 73,489			£ 73,489		
53	£ 75,881			£ 75,881		
54	£ 78,274			£ 78,274		
55	£ 80,668			£ 80,668		
56	£ 83,062			£ 83,062		

Notes:

Spine point values have been rounded. Where a percentage increase is applied they are calculated on an unrounded basis from year-to-year to reduce rounding error.

Points 52-56 and individual spot salaries are UoS specific and do not form part of the national pay spine.

Activity which does not form a full job role (ie Student Ambassador) will be paid at the relevant National Living Wage or non-band rate.

Apprentices may be paid in accordance with statutory rates applicable to the relevant apprenticeship level and age of apprentice and therefore do not necessarily align to a pay band.

Full time weekly hours at University of Suffolk are 37 per week.

Spine points 7 to 11 have been adjusted / annotated from 1 April 2026 to 31 July 2026 to comply with the National Living Wage (£12.71 per hour / £24,522 at this institution based on a 37 hour notional full time working week). The annotation is a 'supplement' paid to bring the hourly rate of pay in line with the National Living Wage. The annotation amount given is annual. The actual rate of pay will be adjusted to ensure the hourly rate complies with the National Living Wage. Pending any nationally agreed annual pay award which would be effective from 1 August.