

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

Spine point	Salary from 1 August 2025 (based on 37 hour working week)		University of Suffolk (UoS) Pay Band	
National Living Wage (NLW)	£ 12.21 per hour		NLW	
7	£	23,887	Band 1	
8	£	23,887		
9	£	23,887		
10	£	23,887		
11	£	24,215		
12	£	24,685		
13	£	25,249		
14	£	25,804	Band 2	
15	£	26,093		
16	£	26,707		
17	£	27,319		
18	£	28,031	Band 3	
19	£	28,778		
20	£	29,588		
21	£	30,378		
22	£	31,236		
23	£	32,080	Band 4	
24	£	33,002		
25	£	33,951		
26	£	34,610		
27	£	35,608	Band 5	
28	£	36,636		
29	£	37,694		
30	£	38,784		
31	£	39,906	Band 6	Lecturer / Research Fellow
32	£	41,064		
33	£	42,254		
34	£	43,482		
35	£	44,746	Band 7	Course Leader (Lecturer) (fixed term tenure - 3 years)
36	£	46,049		
37	£	47,389		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).
38	£	48,823		
39	£	50,253		
40	£	51,754		
41	£	53,302		
42	£	54,894	Senior Lecturer/ Senior Research Fellow (including SL who are Course Leaders)	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).
43	£	56,536		
44	£	58,226		
45	£	59,967		
46	£	61,760	Band 8	Associate Professor (including AP who are Course Leaders) (* Associate Professors will receive an accelerated increment on appointment to the AP pay band)
47	£	63,606		
48	£	65,509		
49	£	67,469		
50	£	69,488	Professor (Band A)	Associate Dean
51	£	71,566		
52	£	73,489	Band 9	Professor (Band B)
53	£	75,881		
54	£	78,274		
55	£	80,668		
56	£	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. Adjustments to the New JNCHEs single pay spine (which is based on a 35 hour working week) have been made in light of this (SCP 7-10) to ensure compliance with the NLW. National pay spine values for these points are: SCP 7: £22,768; SCP8: £23,061; SCP9: £23,350; SCP10: £23, 742.

1.4% has been applied to all pay points, effective 1 August 2025