

University of Suffolk (UoS)

SINGLE PAY SPINE FOR HE ACADEMIC AND SUPPORT STAFF 2023/24

Spine point	UoS Grade (effective to 31 July 2023)	Salary from 1 August 2022 (£)	Salary from 1 February 2023 (£)	Salary from 1 August 2023 (£)	UoS Band (effective from 1 August 2023)	
3	Grade 2	18,898	19,898	20,410	Points not in use at UoS for evaluated job roles	National Living wage £10.42 per hour (used for activity which does not form a full evaluated job role)
4		19,092	20,092	20,619		
5		19,333	20,333	20,880		
6		19,578	20,578	20,948		
7		19,863	20,863	21,254		
8	Grade 3	20,134	21,134	21,543	Band 1	
9		20,400	21,400	21,828		
10		20,761	21,761	22,214		
11		21,197	22,197	22,681		
12		21,630	22,630	23,144		
13	G3 and G4 overlap	22,149	23,149	23,700		
14	Grade 4	22,662	23,662	24,248	Band 2	
15		23,144	24,144	24,533		
16		23,715	24,715	25,138		
17		24,285	25,285	25,742		
18	Grade 5	24,948	25,948	26,444	Band 3	
19		25,642	26,642	27,181		
20		26,396	27,396	27,979		
21		27,131	28,131	28,759		
22	Grade 6	27,929	28,929	29,605	Band 4	
23		28,762	29,762	30,487		
24		29,619	30,619	31,396		
25		30,502	31,502	32,332		
26	Grade 7	31,411	32,411	32,982	Band 5	
27		32,348	33,348	33,966		
28		33,314	34,314	34,980		
29		34,308	35,308	36,024		
30	Grade 8	35,333	36,333	37,099	Band 6	Lecturer/Research Fellow
31		36,386	37,386	38,205		
32		37,474	38,474	39,347		
33		38,592	39,592	40,521		
34	Grade 9	39,745	40,745	41,732	Band 7	Senior Lecturer/ Senior Research Fellow
35		40,931	41,931	42,978		
36		42,155	43,155	44,263		
37		43,414	44,414	45,585		
38	Grade 10	44,737	45,737	46,974	Band 8	Professor (Band A)
39		46,047	47,047	48,350		
40		47,423	48,423	49,794		
41		48,841	49,841	51,283		
42	Grade 11	50,300	51,306	52,815	Band 9	Professor (Band B)
43		51,805	52,841	54,395		
44		53,353	54,421	56,021		
45		54,949	56,048	57,696		
46	Grade 11	56,592	57,723	59,421	Band 9	Professor (Band B)
47		58,284	59,450	61,198		
48		60,027	61,228	63,029		
49		61,823	63,059	64,914		
50	Grade 11	63,673	64,946	66,857	Band 9	Professor (Band B)
51		65,578	66,890	68,857		
52		67,339	68,686	70,706		
53		69,531	70,922	73,008		
54	Grade 11	71,724	73,158	75,310	Band 9	Professor (Band B)
55		73,918	75,396	77,614		
56		76,111	77,633	79,917		

Notes:

Increase of between 5 and 8% dependent on spine point from August 2023* with an interim pay award of £1000 or 2% whichever the greater from February 2023. Value of 2023-24 pay award: *8% for SP3-5, 7% for SP6-14, 6% for SP15-25, 5% for SP26-51 and SCP 52-56. Based on full and final offer made during ACAS conciliation talks in February 2023.

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 rate. From 1 April 2023 this will be £10.42 per hour.

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.

Spine points 3 and 4 will be revised from 1 April 2023 to comply with the NLW and will be deleted before end of 2023-24 academic year (national framework). SCP 3 to 6 will cease to be used for banded job roles at UoS from 1 August 2023.