

2025-2026 pay award FAQ

1. What is the 2025–26 pay award for university staff?

The national pay award for 2025–26 includes a **1.4% uplift** to the national pay spine from **1 August 2025**

This is a nationally negotiated outcome, not determined locally.

2. Why is the pay award negotiated nationally?

National pay bargaining means that pay increases to the pay spine are negotiated centrally between UCEA, as the employer representative, and union representatives. University of Manchester has signed up to follow the outcomes of these national negotiations, like many other HEIs.

3. How was the 1.4% increase decided

UCEA (the employers' association) has stated that the uplift reflects the **financial constraints** across the sector, including rising costs and funding pressures. It's the **lowest uplift since 2020** but was considered necessary to help protect jobs and services.

4. When will the pay award be implemented?

The uplift is effective from **1 August 2025** and will be reflected in your August salary for both mid-month and end-month colleagues.

5. Who is eligible for the pay award?

- Applies to all colleagues in **Grades 1–8**,
- **Grade 9** colleagues, while not covered by national bargaining, will also receive the 1.4% increase

Not included:

- Members of the **University Executive** (covered by the Remuneration Committee)
- **Clinical colleagues** (covered by NHS pay frameworks)

If you're unsure of your grade or pay framework, we can help direct you to HR.

6. How much will my salary increase by?

The increase depends on your current spine point and whether you are eligible for incremental progression. You can view the updated pay scales [insert link or location].

7. How does this affect hourly paid or casual staff?

Hourly rates will be adjusted in line with the new pay scales. Payments will be updated automatically from the effective date.

8. Will this impact pension contributions?

Yes, as your salary increases, your pension contributions (and the university's contributions) will adjust accordingly.

9. What if I recently joined the university?

If you were employed on or before the effective date of the award, you are eligible for the increase.

10. What if I'm due an increment this year?

If you are eligible for incremental progression, this will be applied in addition to the pay award, subject to normal criteria.

11. Where can I find the updated pay scales?

Updated pay scales are available on the People Directorate StaffNet page [Pay Scales | People Directorate | StaffNet | The University of Manchester](#).

12. How does this relate to the national pay negotiations?

The 2025–26 pay award reflects the outcome of national negotiations between UCEA and the trade unions.

13. What if I have questions about my individual pay?

Please contact the HR or Payroll team at [insert contact details [People Services Key Contact information | People Directorate | StaffNet | The University of Manchester](#)] for personal pay queries.

14. Is there any support available for staff facing financial hardship?

Yes, the university offers a range of support services, including financial wellbeing resources, visit [Financial wellbeing | People Directorate | StaffNet | The University of Manchester](#) for more information.