

Pay spine changes to Grades 1–5

Manager Guide & FAQs

This guide explains what the pay spine changes mean for managers supporting colleagues in Grades 1 to 5. It sets out what is changing, what is not changing, and how to respond to the most common questions.

Most colleagues should be able to use the colleague communication, colleague guide and FAQs. This guide gives managers the key messages to use if colleagues ask questions locally.

If a colleague has a question about their own pay, hours, leave position, deductions or personal circumstances, please ask them to raise a query through Connect.

At a glance

- The pay points in Grades 1 to 5 are changing from 1 June 2026.
- Colleagues' grades and role requirements are not changing.
- Some colleagues will see an increase in June 2026.
- Some colleagues will not see an immediate change but may benefit from higher maximum pay in future years.
- Individual questions that aren't answered in the Colleague Guide & FAQ should be raised through Connect.

What is not changing

- Colleagues' grades are not changing.
- Colleagues' roles and job descriptions are not changing.
- Normal rules on increments still apply.
- This is separate from the national pay award.

1. Guide to the changes

The changes at a glance

From 1 June 2026, the pay spine for Grades 1 to 5 is changing. This includes:

- higher minimum pay points for Grades 1 to 5
- higher maximum pay points for Grades 1 to 4

More than 1,800 colleagues will see an immediate increase in their June pay, and around 2,600 colleagues will benefit over time from higher maximum pay in their grade.

The table below shows how the grades will map on to the pay spine from 1 June 2026:

Annual Salary 1 May 2026*	Hourly Salary 1 May 2026*	UoM Grade up to May 2026		New Grade Spine Points from June 2026	Annual Salary 1 June 2026	Hourly Salary 1 June 2026	Spinal Point
£24,685	£13.56		1				7
£24,685	£13.56		2				8
£24,685	£13.56		3				9
£25,249	£13.87	1	4				10
£25,249	£13.87	2					11
£25,249	£13.87	3					12
£25,249	£13.87	4					13
£25,804	£14.18	5		1	£25,804	£14.18	14
£26,093	£14.34		1	2	£26,093	£14.34	15
£26,707	£14.67		2	3	£26,707	£14.67	16
£27,319	£15.01		3	4	£27,319	£15.01	17
£28,031	£15.40	1	5	1	£28,031	£15.40	18
£28,778	£15.81	2	6	2	£28,778	£15.81	19
£29,588	£16.26	3		3	£29,588	£16.26	20
£30,378	£16.69	4		4	£30,378	£16.69	21
£31,236	£17.16	5		5	£31,236	£17.16	22
£32,080	£17.63	6		6	£32,080	£17.63	23
£33,002	£18.13	7		7	£33,002	£18.13	24
£33,951	£18.65		1	8	£33,951	£18.65	25
£34,610	£19.02		2	9	£34,610	£19.02	26
£35,608	£19.56		3		£35,608	£19.56	27
£36,636	£20.13		4		£36,636	£20.13	28
£37,694	£20.71		5		£37,694	£20.71	29
£38,784	£21.31		6		£38,784	£21.31	30
£39,906	£21.93		7		£39,906	£21.93	31

What managers need to know

The changes do not change anyone’s grade or role. They change where Grades 1 to 5 sit on the pay spine. From 1 June 2026, colleagues will move to the relevant point in the new grade structure.

- if a colleague’s current point is below the new minimum for their grade, their salary will increase from 1 June 2026 as they move to the new minimum. They would not normally receive an additional increment in August 2026, but would usually be eligible again in August 2027.
- if a colleague’s current point still exists in their revised grade, they will usually stay on that point in June 2026 and, if eligible, move up by one increment in August 2026.
- if a colleague is currently paid on a contribution point, they will move to the equivalent contribution point in the revised model.

How to talk about the change

- Keep the message simple: the changes improve the pay spine for lower grades and give Grades 1 to 4 a higher potential maximum pay over time.

- Be clear that not everyone will see the same change at the same time. It depends on their current grade and spine point.
- Do not try to work out individual take-home pay. This can be affected by hours, tax, National Insurance, pension contributions and personal circumstances.
- If a colleague is unsure, ask them to check their current grade and spine point in MyView and raise a query through Connect if they still need help.

The table below shows the spine point colleagues can expect to move to on 1st June 2026, then on 1st August 2026, and again on 1st August 2027.

Current Grade	Current SCP	1 June 2026 SCP	1 August 2026 SCP	1 August 2027 SCP
Grade 1	SCP 7	SCP 13	SCP 13	SCP 14
Grade 1	SCP 8	SCP 13	SCP 13	SCP 14
Grade 1	SCP 9	SCP 13	SCP 13	SCP 14
Grade 1	SCP 10	SCP 15	SCP 15	SCP 15
Grade 2	SCP 10	SCP 15	SCP 15	SCP 16
Grade 2	SCP 11	SCP 15	SCP 15	SCP 16
Grade 2	SCP 12	SCP 15	SCP 15	SCP 16
Grade 2	SCP 13	SCP 15	SCP 15	SCP 16
Grade 2	SCP 14	SCP 17	SCP 17	SCP 17
Grade 3	SCP 14	SCP 17	SCP 17	SCP 18
Grade 3	SCP 15	SCP 17	SCP 17	SCP 18
Grade 3	SCP 16	SCP 17	SCP 17	SCP 18
Grade 3	SCP 17	SCP 17	SCP 18	SCP 19
Grade 3	SCP 18	SCP 20	SCP 20	SCP 20
Grade 3	SCP 19	SCP 21	SCP 21	SCP 21
Grade 4	SCP 18	SCP 20	SCP 20	SCP 21
Grade 4	SCP 19	SCP 20	SCP 20	SCP 21
Grade 4	SCP 20	SCP 20	SCP 21	SCP 22
Grade 4	SCP 21	SCP 21	SCP 22	SCP 23
Grade 4	SCP 22	SCP 22	SCP 23	SCP 23
Grade 4	SCP 23	SCP 24	SCP 24	SCP 24
Grade 4	SCP 24	SCP 25	SCP 25	SCP 25
Grade 5	SCP 23	SCP 24	SCP 24	SCP 25
Grade 5	SCP 24	SCP 25	SCP 26	SCP 27
Grade 5	SCP 25	SCP 26	SCP 27	SCP 28
Grade 5	SCP 26	SCP 27	SCP 28	SCP 28

Current & new contribution points in yellow

Frequently Asked Questions

1. What is changing

What is the simplest way to explain what is changing?

From 1 June 2026, the pay spine for Grades 1 to 5 is being updated. Minimum pay points are increasing for Grades 1 to 5, and maximum pay points are increasing for Grades 1 to 4. A colleague's grade and role requirements are not changing.

Why are the changes being made?

The changes are being made to improve pay for colleagues in Grades 1 to 5, with the biggest changes in Grades 1 to 4. Recent Real Living Wage increases meant some pay points became very close together, so these changes help create a stronger pay structure for the future.

Who is affected?

The changes affect colleagues in Grades 1 to 5. The impact depends on their current grade and spine point.

2. Handling colleague questions

What should I say if a colleague asks whether they are affected?

You can explain that the changes apply to Grades 1 to 5, but the individual impact depends on their current grade and spine point. Ask them to check their current details in MyView and use the table in the colleague guide & FAQ to see how the mapping works.

What should I say if a colleague expected an August 2026 increment?

Explain that if a colleague moves up to a new minimum point in June 2026, they would not normally receive another increment in August 2026. This is because the June change has already moved them forward in the structure. They would usually be eligible again in August 2027, subject to normal eligibility rules. Colleagues who were due to receive a sustained award through the Rewarding Exceptional Performance scheme in August 2026 will still receive it.

What if a colleague says the change feels unfair?

Acknowledge the concern and explain that it is a reasonable question to ask.

Explain that the new grade structure has a different number and spacing of pay points, so it is not possible to match every colleague exactly to the same position as now. A clear and consistent approach has been used so colleagues are treated fairly across the University.

Where colleagues move onto the same point in June 2026, differences will usually start to show again over time through future increments, where eligible. Overall, Grades 1 to 4 now start and finish higher, giving colleagues in those grades a higher potential maximum pay over time.

3. Where to signpost queries

Where should I direct colleagues with questions?

Please ask colleagues to read the colleague communication, colleague guide and FAQs first. If they still have a question about their own pay or circumstances, they should raise a query through Connect.