

Pay spine changes to Grades 1-5 – what the changes mean for you

Colleague Guide & FAQs

This guide explains what the pay spine changes mean for colleagues in Grades 1 to 5. It shows what is changing, when the changes happen, and how to check what this means for your pay.

If you have further questions, please raise these through [Connect](#).

At a glance

- Your grade is not changing.
- The pay points in Grades 1 to 5 are changing from 1 June 2026.
- 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.
- Use the table in this guide to check your current grade and spine point.

What is not changing

- Your grade is not changing.
- Your role is not changing.
- Normal rules on increments still apply.
- This is separate from the national pay award.

Where to find information:

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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:

- Increases to the minimum spine points for Grades 1–5
- Increases to the maximum spine points for Grades 1–4

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

What do you need to know?

Your grade is not changing, but some of the pay points in your grade are changing. From 1 June 2026, your pay will move to the closest point in the new grade structure.

To use the table, find your current grade and current spine point in the first two columns. Then read across to see your expected spine point in June 2026, August 2026 and August 2027. The August 2026 and August 2027 columns depend on normal eligibility for increments.

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 changing on the pay spine for grades 1 to 5?

From 1 June 2026, changes are being made to the pay spine for Grades 1 to 5. This includes higher minimum pay points for Grades 1 to 5, and higher maximum pay points for Grades 1 to 4.

Why are these 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 by these changes?

These changes affect colleagues in Grades 1 to 5. If you are in one of these grades, use the table in this guide to check your current grade and spine point.

When do the changes take effect?

The changes take effect from 1 June 2026.

Is my grade changing?

No. Your grade and role requirements are not changing as part of this process. What is changing is where your grade sits on the pay spine.

Are these changes the same as the annual national pay award?

No. This is a change to the pay spine for Grades 1 to 5 and is separate from the national pay award. Any agreed national pay award for 2026 will still be applied at the appropriate time.

2. What does this mean for me?

How do I know if I am affected?

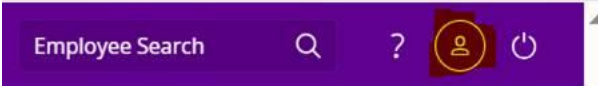
If you are in Grade 1, 2, 3, 4 or 5, the changes may affect you. Use the table in this guide to check your current grade and spine point.

How can I find out what spine point I will move to?


Use the table in this guide to find your current grade and current spine point. It shows your expected spine point on 1 June 2026, 1 August 2026 and 1 August 2027, depending on normal eligibility for increments. You can find your current spine point in [MyView](#).

You can find this information within MyView by following the below instructions:


Click on the Person icon on the top right of the page



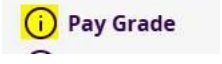
Then select view my details



Select 'Appointment history'



Select the "i" icon next to Pay Grade and this will show the pay grade history



What will happen to my pay on 1 June 2026?

Your pay will move to the relevant point in the new grade structure from 1 June 2026. For some colleagues this will mean an increase straight away. For others, there may be no immediate change if they are already on a point that remains in the new structure.

Will I get a pay increase straight away?

Many colleagues in Grades 1 to 5 will see an increase from 1 June 2026, but not everyone will. This depends on your current grade and spine point.

Why is there no change for some Grade 5 colleagues?

The only change to Grade 5 is to increase the minimum pay point from point 23 to point 24. If you are already on a Grade 5 spine point that is unchanged in the revised structure, your pay will stay the same.

Why do the changes focus more on grades 1 to 4?

The biggest changes are in Grades 1 to 4 because this is where the current structure needs the most change. The updated structure gives these grades higher starting points and higher maximum points.

Why are there no changes for grades above Grade 5?

These changes are a targeted update to Grades 1 to 5. They are intended to address specific issues in the current pay structure, including minimum pay levels.

What happens if my current spine point still exists in the new grade?

If your current spine point still exists in your grade structure, you will usually stay on that point on 1 June 2026 and, if eligible, move up by one increment in August 2026. In Grades 1-4 you will have a higher maximum spine point to move to in the future.

What happens if my current spine point is below the new minimum for my grade?

If your current point is below the new minimum for your grade, your salary will move up to the new minimum point from 1 June 2026. In that situation, you would not normally receive another increment in August 2026 because your June increase has already moved you up. You would usually be eligible again in August 2027.

What happens if I am already near the top of my grade?

What happens next will depend on your current grade and point. Some colleagues near the top of their grade will still see movement if the revised structure has a higher maximum. Others may see no immediate change if they are already at the top of the revised grade. Please refer to the table on page 2.

What happens if I am on a contribution point?

If you are on a contribution point above the grade, you will map to the equivalent contribution point in the revised structure. For example, if you are currently paid in the Grade 1 contribution point (spine point 10), you will move to the new Grade 1 contribution point (spine point 15) from 1 June 2026.

3. Increments and progression

Why might I not get an increment in August 2026?

If your salary already increases in June 2026 because you are moved to a new minimum point in your grade, you would not normally receive a further increment in August 2026. This is because your June increase already moves you forward within the new structure.

What happens in August 2027?

If you are eligible for increments and have not reached the top of your grade, you would normally move on again in August 2027. The table on page 2 shows the expected position for August 2027 for each current spine point.

Will I still be able to progress in future years?

For many colleagues, yes. Grades 1 to 4 will now have a higher maximum pay point, giving colleagues in those grades a higher potential maximum pay over time.

What happens if I am already at the top of the grade after the changes?

If you are already at the top of the revised grade, you will not move up further through normal increments unless: there is a future change to the pay structure, you are awarded a sustained award via the Rewarding Exceptional Performance (REP) scheme or your role changes.

What happens if I was due to receive a sustained REP award in August 2026?

This will still be applied.

4. How mapping works

Why am I not being mapped based on my exact position in my current grade?

Because the new grades have a different number of points, 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.

Why are some colleagues moving to the same new spine point?

Because the new grade structure has fewer or differently spaced points in some areas, more than one current point may map to the same new point.

This can already happen in a pay spine structure, where more than one colleague can be paid on the same point.

Is this fair to colleagues already on those points?

It is understandable that this may feel unfair, especially where colleagues move onto the same point in June 2026.

The new grades have fewer points in some places, so some current points have to move to the same new point. 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.

Will colleagues who are already on an existing point move ahead before me?

In some cases, yes. For example, where colleagues align on the same point in June 2026, those who were already on that point and are eligible for an increment in August 2026 may move ahead at that point.

The table on page 2 shows how this works in practice.

Why was the nearest-point approach used?

Using the nearest-point approach keeps the process consistent and transparent, while avoiding overly complex or subjective decisions.

It also helps avoid too many colleagues moving straight to the top of the grade.

5. Different personal circumstances

What if I work part-time?

If you work part-time, the same pay spine changes will apply to you, your salary and take-home pay will be based on your contracted hours.

What if I am on maternity leave, sick leave or another type of leave?

If you are on leave, the pay spine changes will still apply, but the effect on your pay may depend on your individual circumstances and the type of leave you are on. If you are unsure, please raise a query through [Connect](#).

What if I change role before or after 1st June 2026?

If you change role around the time the new structure is introduced, the impact on your pay will depend on the timing of the change and the grade of the role you move into. If you have a question about this, please raise a query through [Connect](#).

What if I move to another grade?

If you move to another grade, your pay would be determined under the normal arrangements for that move. The examples in this guide are based on staying in the same grade and progressing through it over time.

What if I have more than one role?

If you have more than one role, the impact will depend on the grade and hours for each role.

6. Getting help

Where can I go if I have questions about what this means for me?

Please read this guide and the main communication first, as they answer the most common questions. If you still need help, you can raise a query through [Connect](#).

Where can I find the main communication and more information?

You can refer to the main communication, this guide, and the colleague FAQs for more information. If you still need help after reading those, please raise a query through [Connect](#).