

# SINGLE PAY SPINE FOR HE ACADEMIC AND PROFESSIONAL SERVICES STAFF 2025-2026

The total uplift is 1.4% to all spine points or NLW-annotated salaries with the deletion of SP5 & SP6 by 31 July 2026.

| Spine point | Salary from 1 March 2025 (£) | Salary from 1 August 2025 (£) |
|-------------|------------------------------|-------------------------------|
| 5           | 22,080                       | 22,595                        |
| 6           | 22,148                       | 22,595                        |
| 7           | 22,454                       | 22,768                        |
| 8           | 22,743                       | 23,061                        |
| 9           | 23,028                       | 23,350                        |
| 19          | 23,414                       | 23,742                        |
| 11          | 23,881                       | 24,215                        |
| 12          | 24,344                       | 24,685                        |
| 13          | 24,900                       | 25,249                        |
| 14          | 25,448                       | 25,804                        |
| 15          | 25,733                       | 26,093                        |
| 16          | 26,338                       | 26,707                        |
| 17          | 26,942                       | 27,319                        |
| 18          | 27,644                       | 28,031                        |
| 19          | 28,381                       | 28,778                        |
| 20          | 29,179                       | 29,588                        |
| 21          | 29,959                       | 30,378                        |
| 22          | 30,805                       | 31,236                        |
| 23          | 31,637                       | 32,080                        |
| 24          | 32,546                       | 33,002                        |
| 25          | 33,482                       | 33,951                        |
| 26          | 34,132                       | 34,610                        |
| 27          | 35,116                       | 35,608                        |
| 28          | 36,130                       | 36,636                        |
| 29          | 37,174                       | 37,694                        |
| 30          | 38,249                       | 38,784                        |
| 31          | 39,355                       | 39,906                        |
| 32          | 40,497                       | 41,064                        |
| 33          | 41,671                       | 42,254                        |
| 34          | 42,882                       | 43,482                        |
| 35          | 44,128                       | 44,746                        |
| 36          | 45,413                       | 46,049                        |
| 37          | 46,735                       | 47,389                        |
| 38          | 48,149                       | 48,822                        |
| 39          | 49,559                       | 50,253                        |
| 40          | 51,039                       | 51,753                        |
| 41          | 52,566                       | 53,301                        |
| 42          | 54,136                       | 54,893                        |
| 43          | 55,755                       | 56,535                        |
| 44          | 57,422                       | 58,225                        |
| 45          | 59,139                       | 59,966                        |
| 46          | 60,907                       | 61,759                        |
| 47          | 62,728                       | 63,606                        |
| 48          | 64,605                       | 65,509                        |
| 49          | 66,537                       | 67,468                        |
| 50          | 68,529                       | 69,488                        |
| 51          | 70,579                       | 71,566                        |