

Single Pay Spine for HE Academic and Support Staff 2024/25

The total uplift is between 2.5 and 5.7% depending on spine point (see notes below, which also cover annotations).

Spine point	Salary from 1 August 2023 (£)	Salary from 1 August 2024 (£)	Salary from 1 March 2025 (£)
3	20,410	Deleted	
4	20,619	Deleted	
5	20,880	21,780	22,080
6	20,948	21,848	22,148
7	21,254	22,154	22,454
8	21,543	22,443	22,743
9	21,828	22,728	23,028
19	22,214	23,114	23,414
11	22,681	23,581	23,881
12	23,144	24,044	24,344
13	23,700	24,600	24,900
14	24,248	25,148	25,448
15	24,533	25,433	25,733
16	25,138	26,038	26,338
17	25,742	26,642	26,942
18	26,444	27,344	27,644
19	27, 181	28,081	28,381
20	27,979	28,879	29,179
21	28,759	29,659	29,959
22	29,605	30,505	30,805
23	30,487	31,387	31,637
24	31,396	32,296	32,546
25	32,332	33,232	33,482
26	32,982	33,882	34,132
27	33,966	34,866	35,116
28	34,980	35,880	36,130
29	36,024	36,924	37,174
30	37,099	37,999	38,249
31	38,205	39,105	39,355
32	39,347	40,247	40,497
33	40,521	41,421	41,671
34	41,732	42,632	42,882
35	42,978	43,878	44,128
36	44,263	45,163	45,413
37	45,585	46,485	46,735
38	46,974	47,874	48,149
39	48,350	49,250	49,559

40	49,794	50,694	51,039
41	51,283	52,183	52,566
42	52,815	53,715	54,136
43	54,395	55,295	55,755
44	56,021	56,921	57,422
45	57,696	58,596	59,139
46	59,421	60,321	60,907
47	61,198	62,098	62,728
48	63,029	63,929	64,605
49	64,914	65,814	66,537
50	66,857	67,757	68,529
51	68,857	69,757	70,579

Notes:

A: All spine points increase by £900 in August 2024 and then either by £300 for SP 5 to 22, £250 for SP 23 to 37 and the balance of 2.5% from SP 38 upwards.

B: This is a phased uplift in two parts. Unless an HEI is deferring implementation, the first part must be implemented in August 2024 and the second part must be implemented in August 2025.

C: The increases in A are applied to current pay. Where a pay point has been 'annotated' (adjusted) to ensure National Living Wage compliance this year's full and final offer is applied to current pay, that is the annotated pay.

D: Spine point values have been rounded up to the nearest pound. However, they are calculated on an unrounded basis from year to year to reduce rounding error.