

From: Director of HR <hrrdirector@st-andrews.ac.uk>
Sent: 06 August 2025 12:06
To: Gillian Ogg
Subject: Pay Award Notification 2025/2026

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Pay Award notification 2025/2026

Dear Colleagues,

I am writing to provide you with an update on the 2025/26 national higher education pay negotiations, and to inform you of the pay award that University of St Andrews staff will receive with effect from 1 August 2025.

The 2025/26 pay negotiation process, including the dispute resolution procedure, has now concluded. Although an agreement between UCEA (the Universities and Colleges Employers Association) and the recognised national trade unions was not reached, UCEA has advised member institutions to proceed with implementing the final pay offer.

Accordingly, the University will implement the 2025/26 pay award, which comprises a 1.4% uplift* applied to all points on the national pay spine, effective from 1 August 2025. The updated pay spine can be found on the [Human Resources website](#).

**Please note, we will be writing separately to colleagues on Spinal Column Points (SCPs) 7 to 10, where the timing and level of salary uplift is affected by the University's ongoing commitment to paying the Voluntary Living Wage.*

We understand that this year's national pay award is unlikely to meet the expectations of many colleagues. However, as highlighted by UCEA, the pay award has been constrained by the unprecedented financial pressures facing the sector.

In addition to the pay uplift, as part of the negotiations process and final pay offer, UCEA has highlighted its commitment to progressing key sector-wide priorities, including workload, contract types, equality pay gaps, and a reform of the national pay spine. The University remains in touch with these national discussions and will continue working closely with our local trade unions to explore and address these important matters, as appropriate, at a local level.

If you have any queries, please email hrrdirector@st-andrews.ac.uk.

Mairi Stewart
Director of Human Resources

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