

## SALARY INCREASES

### RECENT SALARY INCREASES:

**2022/23 +7.80%** INCREASE ALL GRADES PLUS CASH LUMP SUMS FROM £3,000 TO £9,500 FOR LOWER PAID

**2023/24 +8.50%** INCREASE ALL GRADES PLUS CASH LUMP SUMS FROM £0 ( HIGHER GRADES) TO £3,600 (FOR LOWER GRADES).  
(SPLIT 5.0% FROM 01.08.2023 AND FURTHER 3.50% FROM 01.01.2024)

**2024/25 +3.60%** INCREASE ALL GRADES PLUS CASH LUMP SUM OF 3.16%

**2025/26 +3.50%** INCREASE ALL GRADES PLUS CASH LUMP SUM OF 3.15%

Grade	Examples of roles at each grade	From 01.08.21 Yr End 31.07.22 £		From 01.08.22 Yr End 31.07.23 £		From 01.08.23 Yr End 31.07.24 £		From 01.08.24 Yr End 31.07.25 £		From 01.08.25 Yr End 31.07.26 £	% Staff in grade
GS	GENERAL SEC.	116,646-103,638		125,745-111,723		136,653-121,413		141,570-125,784		146,526-130,185	0%
I	SMT/ HEAD OF DEPT.	72,789-68,658		78,468-74,013		85,275-80,436		88,344-83,331		91,437-86,247	3%
H	REG. OFFICIAL HEAD OF TEAM	66,687-57,648	<b>+ 7.80%</b>	71,889-62,145	<b>+ 8.50%</b>	78,126-67,536	<b>+ 3.60%</b>	80,937-69,966	<b>+ 3.50%</b>	83,769-72,414	12%
G	REG. SUPPORT OFF DEP. HEAD OF TEAM	56,001-52,836	<b>PLUS CASH LUMP SUMS £3,000 TO £9,500 FOR LOWEST PD.</b>	60,369-56,958	<b>PLUS CASH LUMP SUMS £0 TO £3,600 FOR LOWEST PD.</b>	65,607-61,899	<b>PLUS CASH LUMP SUMS 3.16%</b>	67,968-64,128	<b>PLUS CASH LUMP SUMS 3.15%</b>	70,347-66,372	21%
F	CASEWORKER EQ OFFICER	51,324-47,076		55,329-50,748		60,129-55,152		62,295-57,138		64,476-59,139	14%
E	POLICY OFFICER BRANCH DEVT. OFF.	45,699-40,707		49,263-43,881		53,535-47,688		55,461-49,404		57,402-51,132	7%
D	BRANCH ADMIN/ORGAN	39,555-35,241		42,639-37,989		46,338-41,283		48,006-42,768		49,686-44,265	20%
C	MEMBERSHIP ADMIN	34,239-32,337		36,909-34,860		40,110-37,884		41,553-39,249		43,008-40,623	14%
B	BRANCH ADMIN	31,416-28,827		33,867-31,077		36,804-33,774		38,130-34,989		39,465-36,213	7%
A	CLEANERS	23,661-20,634		25,506-22,245		27,717-24,177		28,716-26,451		29,721-27,378	2%
<b>PLUS LONDON ALLOWANCE (if appl.)</b>		4,692	<b>+ 7.80%</b>	5,058	<b>+ 10.80%</b>	5,604	<b>+ 3.64%</b>	5,808	<b>+ 3.51%</b>	6,012	

MEAN FTE SALARY = £61,808; MEDIAN FTE SALARY = £64,476

#### IN ADDITION TO SALARY THE FOLLOWING BENEFITS ARE AVAILABLE TO UCU STAFF:

**51 DAYS PAID LEAVE** - Comprising 35 days annual, 8 addnl. UCU days, 8 bank holiday  
**USS PENSION SCHEME** - Employer contributions currently 14.5%

**CHILD CARE SCHEME** - UCU pays up to 50% of total childcare costs for staff at all grades  
**INTEREST FREE STAFF SEASON TICKET LOANS**