

3 April 2025

A summary of changes taking place to the non-clinical UCL pay scale as part of UCL's pay and reward strategy.



In July 2023, [UCL announced significant improvements to pay](#). The majority of the changes announced [were implemented on 1 Dec 2023](#).

As part of the second phase of the planned improvements, from 1 April 2025, we'll make changes to Grade 7 Research Fellow minimum starting salary, Grades 8 salaries at the bottom and the top of the scale, and Grade 9 salaries at the top. These changes are applicable to the [non-clinical UCL pay scale](#).

These changes will help ensure that circa 80% of staff in grades 1-9 will continue to increment in 2025.

A summary of the changes coming into effect on 1 April 2025 is below, and you can also [access the FAQs on the HR website](#).

Raising the Research Fellow minimum from SP30 to SP31

Any Research Fellow on SP30 will move to SP31, regardless of being in probation.

Raising the Grade 8 minimum from SP 38 to SP39 and adding a new contribution point (SP48) for Grade 8

Any Grade 8 on SP38 will move to SP39, regardless of being in probation. There will also be a new contribution point (SP 48) added at the top to give additional flexibility to reward exceptional performance.

One Progression Point addition at the top of Grade 8 and 9

Unless staff are within the capability or disciplinary process, Grade 8 and Grade 9 staff, who have been on SP44 and SP50, respectively, on or before 1 December 2023, will increment to SP 45 and SP51 (i.e. the new yellow "Progression Points").

Our new appraisal system, [MyAppraisal](#), allows much better monitoring of appraisal completion by our staff and from August 2025 appraisal completion within a reasonable timeframe will also be required for any progression to a yellow point. [Please see FAQs for more details](#).