University of Sussex

Pay and grading structure

Grades 1-6. 36.5 hours.				August 2026	
SCP	**Grade**	**Point**		Annual	Hourly
Grade 1/2					
RLW	**2**	**1**	**discretionary**	25,529	13.45
Grade 3					
RLW	**3**	**1**	**incremental**	25,529	13.45
14	**3**	**2**	**incremental**	26,320	13.87
15	**3**	**3**	**incremental**	26,615	14.02
16	**3**	**4**	**discretionary**	27,241	14.35
17	**3**	**5**	**discretionary**	27,865	14.68
Grade 4					
15	**4**	**1**	**incremental**	26,615	14.02
16	**4**	**2**	**incremental**	27,241	14.35
17	**4**	**3**	**incremental**	27,865	14.68
18	**4**	**4**	**incremental**	28,592	15.06
19	**4**	**5**	**incremental**	29,354	15.47
20	**4**	**6**	**incremental**	30,180	15.90
21	**4**	**7**	**discretionary**	30,986	16.33
22	**4**	**8**	**discretionary**	31,861	16.79
23	**4**	**9**	**discretionary**	32,722	17.24
Grade 5					
21	**5**	**1**	**incremental**	30,986	16.33
22	**5**	**2**	**incremental**	31,861	16.79
23	**5**	**3**	**incremental**	32,722	17.24
24	**5**	**4**	**incremental**	33,662	17.74
25	**5**	**5**	**incremental**	34,630	18.25
26	**5**	**6**	**incremental**	35,302	18.60
27	**5**	**7**	**discretionary**	36,320	19.14
28	**5**	**8**	**discretionary**	37,369	19.69
29	**5**	**9**	**discretionary**	38,448	20.26
Grade 6					
26	**6**	**1**	**incremental**	35,302	18.60
27	**6**	**2**	**incremental**	36,320	19.14
28	**6**	**3**	**incremental**	37,369	19.69
29	**6**	**4**	**incremental**	38,448	20.26
30	**6**	**5**	**incremental**	39,560	20.84
31	**6**	**6**	**discretionary**	40,704	21.45
32	**6**	**7**	**discretionary**	41,885	22.07
33	**6**	**8**	**discretionary**	43,099	22.71

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Grades 7-10. 37.5 hours. Notional.				August 2026	
SCP	**Grade**	**Point**		Annual	Hourly
Grade 7					
30	**7**	**1**	**incremental**	39,560	20.29
31	**7**	**2**	**incremental**	40,704	20.87
32	**7**	**3**	**incremental**	41,885	21.48
33	**7**	**4**	**incremental**	43,099	22.10
34	**7**	**5**	**incremental**	44,352	22.74
35	**7**	**6**	**incremental**	45,641	23.41
36	**7**	**7**	**incremental**	46,970	24.09
37	**7**	**8**	**discretionary**	48,337	24.79
38	**7**	**9**	**discretionary**	49,798	25.54
39	**7**	**10**	**discretionary**	51,258	26.29
Grade 8					
37	**8**	**1**	**incremental**	48,337	24.79
38	**8**	**2**	**incremental**	49,798	25.54
39	**8**	**3**	**incremental**	51,258	26.29
40	**8**	**4**	**incremental**	52,788	27.07
41	**8**	**5**	**incremental**	54,367	27.88
42	**8**	**6**	**incremental**	55,991	28.71
43	**8**	**7**	**incremental**	57,666	29.57
44	**8**	**8**	**discretionary**	59,390	30.46
45	**8**	**9**	**discretionary**	61,165	31.37
46	**8**	**10**	**discretionary**	62,994	32.30
47	**8**	**11**	**discretionary**	64,878	33.27
Grade 9					
44	**9**	**1**	**incremental**	59,390	30.46
45	**9**	**2**	**incremental**	61,165	31.37
46	**9**	**3**	**incremental**	62,994	32.30
47	**9**	**4**	**incremental**	64,878	33.27
49	**9**	**5**	**incremental**	68,817	35.29
50	**9**	**6**	**discretionary**	70,878	36.35
51	**9**	**7**	**discretionary**	72,997	37.43
52	**9**	**8**	**discretionary**	75,183	38.56
53	**9**	**9**	**discretionary**	77,431	39.71
Grade 10					
50	**10**		**from**	70,878	36.35