

Support staff pay and grading

The Support staff pay scale starts at grade two and each grade has its own points on the scale. The Support staff handbook explains the scale and how to move up the points.

The current salary scale is effective from 1 April 2026.

Grade 2		Annual Salary 2026/2027
Point 1		£26,634
Point 2		£27,178
Point 3		£27,736
Grade 3		Annual Salary 2026/2027
Point 1		£31,762
Point 2		£32,544
Point 3		£33,344
Grade 4		Annual Salary 2026/2027
Point 1		£36,754
Point 2		£37,660
Point 3		£38,592
Grade 5		Annual Salary 2026/2027
Point 1		£41,520
Point 2		£42,545
Point 3		£43,598
Grade 6		Annual Salary 2026/2027
Point 1		£46,912
Point 2		£48,071
Point 3		£49,264

Grade 7		Annual Salary 2026/2027	
Point 1		£52,540	
Point 2		£53,852	
Point 3		£55,198	
Grade 8		Annual Salary 2026/2027	
Point 1		£57,992	
Point 2		£59,440	
Point 3		£60,925	
Grade 9		Annual Salary 2026/2027	
Point 1		£64,010	
Point 2		£65,611	
Point 3		£67,252	
Grade 10		Annual Salary 2026/2027	
Point 1		£72,423	
Point 2		£74,232	
Point 3		£76,085	
Grade 11		Annual Salary 2026/2027	
Point 1		£101,328	
Point 2		£103,861	
Point 3		£106,456	

Support staff pay awards are negotiated with the recognised Support staff Trade Unions (Unison and Unite). These awards are usually given in April each year.

Standby allowance

As of 1 April 2026, the rate for standby allowance at £28.15 per day. Standby pay is provided to those required to be on standby during their contractual obligations. This payment will be £197.05 for each week you are on standby or £28.15 for each 24-hour period.

First aid allowance

The current rate is £362 per annum. This is for qualified staff designated as first-aiders (in response to our duties under health and safety regulations). We pro-rate this allowance for part-time first-aiders.