

Single Pay Spine for Academic and HE Support Staff August 2024 (updated October 2024 with living wage increase)

NOTE: Spinal points shaded in blue are contribution points & only accessible through Recognition & Reward.

National Pay Spine	Spine Pt	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Nat Ins (ERS) April 2022	Apprenticeship Levy	Super. @ 10% for NEST	Total Empl'rs Costs NEST	Gross NEST	22.5% for UGPS	Total Empl'rs Costs UGPS	GROSS UGPS	Super. @ 14.5% for USS from January 2024	Total Empl'rs costs USS	Gross USS
£71,818	52									£71,818	£8,655	£359							£10,414	£19,428	£91,246
£69,757	51									£69,757	£8,371	£349							£10,115	£18,834	£88,591
£67,757	50									£67,757	£8,095	£339							£9,825	£18,258	£86,015
£65,814	49									£65,814	£7,827	£329							£9,543	£17,699	£83,513
£63,929	48									£63,929	£7,566	£320							£9,270	£17,156	£81,085
£62,098	47								£62,098	£62,098	£7,314	£310							£9,004	£16,628	£78,726
£60,321	46								£60,321	£60,321	£7,068	£302							£8,747	£16,117	£76,438
£58,596	45								£58,596	£58,596	£6,830	£293							£8,496	£15,620	£74,216
£56,921	44								£56,921		£6,599	£285							£8,254	£15,137	£72,058
£55,295	43								£55,295		£6,375	£276							£8,018	£14,669	£69,964
£53,715	42								£53,715		£6,157	£269							£7,789	£14,214	£67,929
£52,183	41								£52,183		£5,945	£261							£7,567	£13,773	£65,956
£50,694	40								£50,694		£5,740	£253							£7,351	£13,344	£64,038
£49,250	39							£49,250	£49,250		£5,541	£246							£7,141	£12,928	£62,178
£47,874	38							£47,874			£5,351	£239							£6,942	£12,532	£60,406
£46,485	37							£46,485			£5,159	£232							£6,740	£12,132	£58,617
£45,163	36							£45,163			£4,977	£226							£6,549	£11,751	£56,914
£43,878	35							£43,878			£4,799	£219							£6,362	£11,381	£55,259
£42,632	34							£42,632			£4,627	£213							£6,182	£11,022	£53,654
£41,421	33							£41,421			£4,460	£207							£6,006	£10,673	£52,094
£40,247	32						£40,247	£40,247			£4,298	£201							£5,836	£10,335	£50,582
£39,105	31							£39,105			£4,141	£196							£5,670	£10,006	£49,111
£37,999	30							£37,999			£3,988	£190							£5,510	£9,688	£47,687
£36,924	29							£36,924			£3,840	£185							£5,354	£9,378	£46,302
£35,880	28							£35,880			£3,696	£179							£5,203	£9,078	£44,958
£34,866	27							£34,866			£3,556	£174							£5,056	£8,786	£43,652
£33,882	26							£33,882			£3,420	£169							£4,913	£8,502	£42,384
£33,232	25					£33,232	£33,232				£3,330	£166	£3,323	£6,819	£40,051	£7,477	£10,973	£44,205	£4,819	£8,315	£41,547
£32,296	24					£32,296					£3,201	£161	£3,230	£6,593	£38,889	£7,267	£10,630	£42,926			
£31,387	23					£31,387					£3,076	£157	£3,139	£6,372	£37,759	£7,062	£10,295	£41,682			
£30,505	22					£30,505					£2,954	£153	£3,051	£6,157	£36,662	£6,864	£9,970	£40,475			
£29,659	21					£29,659					£2,837	£148	£2,966	£5,951	£35,610	£6,673	£9,658	£39,317			
£28,879	20					£28,879					£2,730	£144	£2,888	£5,762	£34,641	£6,498	£9,372	£38,251			
£28,081	19					£28,081					£2,619	£140	£2,808	£5,568	£33,649	£6,318	£9,078	£37,159			
£27,344	18				£27,344	£27,344					£2,518	£137	£2,734	£5,388	£32,732	£6,152	£8,806	£36,150			
£26,642	17				£26,642	£26,642					£2,421	£133	£2,664	£5,218	£31,860	£5,994	£8,548	£35,190			
£26,038	16				£26,038	£26,038					£2,337	£130	£2,604	£5,072	£31,110	£5,859	£8,327	£34,365			
£25,433	15				£25,433						£2,254	£127	£2,543	£4,924	£30,357	£5,722	£8,103	£33,536			
£25,148	14				£25,148						£2,215	£126	£2,515	£4,855	£30,003	£5,658	£7,998	£33,146			
£24,600	13				£24,600	£24,600					£2,139	£123	£2,460	£4,722	£29,322	£5,535	£7,797	£32,397			
£24,044	12				£24,044	£24,044					£2,062	£120	£2,404	£4,586	£28,630	£5,410	£7,592	£31,636			
£23,581	11				£23,581	£23,581					£1,998	£118	£2,358	£4,474	£28,055	£5,306	£7,422	£31,003			
£23,114	10				£23,114						£1,934	£116	£2,311	£4,361	£27,475	£5,201	£7,251	£30,365			
£22,995	9			£22,995	£22,995						£1,918	£115	£2,300	£4,332	£27,327	£5,174	£7,206	£30,201			
Not in use	8		Not in use	Not in use																	
Not in use	7		Not in use	Not in use																	
Not in use	6		Not in use	Not in use																	
Not in use	5		Not in use																		
Not in use	4		Not in use																		
Not in use	3	Not in use																			
Not in use	2	Not in use																			
Not in use	1	Not in use																			

The University of Glasgow is a Living Wage Employer, any increases in the living wage will be reflected in our salary scales