

Single Pay Spine for Academic and HE Support Staff March 2025

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
£72,691	52									£72,691	£8,776	£363							£10,540	£19,679	£92,370
£70,579	51									£70,579	£8,484	£353							£10,234	£19,071	£89,650
£68,529	50									£68,529	£8,201	£343							£9,937	£18,481	£87,010
£66,537	49									£66,537	£7,926	£333							£9,648	£17,907	£84,444
£64,605	48									£64,605	£7,660	£323							£9,368	£17,350	£81,955
£62,728	47									£62,728	£7,401	£314							£9,096	£16,810	£79,538
£60,907	46									£60,907	£7,149	£305							£8,832	£16,285	£77,192
£59,139	45									£59,139	£6,905	£296							£8,575	£15,776	£74,915
£57,422	44									£57,422	£6,668	£287							£8,326	£15,282	£72,704
£55,755	43									£55,755	£6,438	£279							£8,084	£14,802	£70,557
£54,136	42									£54,136	£6,215	£271							£7,850	£14,335	£68,471
£52,566	41									£52,566	£5,998	£263							£7,622	£13,883	£66,449
£51,039	40									£51,039	£5,788	£255							£7,401	£13,443	£64,482
£49,559	39									£49,559	£5,583	£248							£7,186	£13,017	£62,576
£48,149	38									£48,149	£5,389	£241							£6,982	£12,611	£60,760
£46,735	37									£46,735	£5,194	£234							£6,777	£12,204	£58,939
£45,413	36									£45,413	£5,011	£227							£6,585	£11,823	£57,236
£44,128	35									£44,128	£4,834	£221							£6,399	£11,453	£55,581
£42,882	34									£42,882	£4,662	£214							£6,218	£11,094	£53,976
£41,671	33									£41,671	£4,495	£208							£6,042	£10,745	£52,416
£40,497	32									£40,497	£4,333	£202							£5,872	£10,407	£50,904
£39,355	31									£39,355	£4,175	£197							£5,706	£10,078	£49,433
£38,249	30									£38,249	£4,023	£191							£5,546	£9,760	£48,009
£37,174	29									£37,174	£3,874	£186							£5,390	£9,450	£46,624
£36,130	28									£36,130	£3,730	£181							£5,239	£9,150	£45,280
£35,116	27									£35,116	£3,590	£176							£5,092	£8,858	£43,974
£34,132	26									£34,132	£3,454	£171							£4,949	£8,574	£42,706
£33,482	25									£33,482	£3,365	£167	£3,348	£6,880	£40,362	£7,533	£11,065	£44,547	£4,855	£8,387	£41,869
£32,546	24									£32,546	£3,236	£163	£3,255	£6,653	£39,199	£7,323	£10,721	£43,267			
£31,637	23									£31,637	£3,110	£158	£3,164	£6,432	£38,069	£7,118	£10,386	£42,023			
£30,805	22									£30,805	£2,995	£154	£3,081	£6,230	£37,035	£6,931	£10,080	£40,885			
£29,959	21									£29,959	£2,879	£150	£2,996	£6,024	£35,983	£6,741	£9,769	£39,728			
£29,179	20									£29,179	£2,771	£146	£2,918	£5,835	£35,014	£6,565	£9,482	£38,661			
£28,381	19									£28,381	£2,661	£142	£2,838	£5,641	£34,022	£6,386	£9,189	£37,570			
£27,644	18									£27,644	£2,559	£138	£2,764	£5,461	£33,105	£6,220	£8,917	£36,561			
£26,942	17									£26,942	£2,462	£135	£2,694	£5,291	£32,233	£6,062	£8,659	£35,601			
£26,338	16									£26,338	£2,379	£132	£2,634	£5,145	£31,483	£5,926	£8,437	£34,775			
£25,733	15									£25,733	£2,295	£129	£2,573	£4,997	£30,730	£5,790	£8,214	£33,947			
£25,448	14									£25,448	£2,256	£127	£2,545	£4,928	£30,376	£5,726	£8,109	£33,557			
£24,900	13									£24,900	£2,180	£125	£2,490	£4,795	£29,695	£5,603	£7,908	£32,808			
£24,344	12									£24,344	£2,104	£122	£2,434	£4,659	£29,003	£5,477	£7,702	£32,046			
£23,881	11									£23,881	£2,040	£119	£2,388	£4,547	£28,428	£5,373	£7,532	£31,413			
£23,414	10									£23,414	£1,975	£117	£2,341	£4,433	£27,847	£5,268	£7,360	£30,774			
£23,028	9									£23,028	£1,922	£115	£2,303	£4,340	£27,368	£5,181	£7,218	£30,246			
Not in use	8									Not in use											
Not in use	7									Not in use											
Not in use	6									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