

Single Pay Spine for Academic and HE Support Staff April 2025

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

											Nat Ins (ERS) April 2025	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
National Pay Spine	Spine Pt	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9											
£72,691	52									£72,691	£10,154	£363						£10,540	£21,057	£93,748	
£70,579	51									£70,579	£9,837	£353						£10,234	£20,424	£91,003	
£68,529	50									£68,529	£9,529	£343						£9,937	£19,809	£88,338	
£66,537	49									£66,537	£9,231	£333						£9,648	£19,211	£85,748	
£64,605	48									£64,605	£8,941	£323						£9,368	£18,632	£83,237	
£62,728	47									£62,728	£8,659	£314						£9,096	£18,068	£80,796	
£60,907	46									£60,907	£8,386	£305						£8,832	£17,522	£78,429	
£59,139	45									£59,139	£8,121	£296						£8,575	£16,992	£76,131	
£57,422	44									£57,422	£7,863	£287						£8,326	£16,477	£73,899	
£55,755	43									£55,755	£7,613	£279						£8,084	£15,977	£71,732	
£54,136	42									£54,136	£7,370	£271						£7,850	£15,491	£69,627	
£52,566	41									£52,566	£7,135	£263						£7,622	£15,020	£67,586	
£51,039	40									£51,039	£6,906	£255						£7,401	£14,562	£65,601	
£49,559	39									£49,559	£6,684	£248						£7,186	£14,118	£63,677	
£48,149	38									£48,149	£6,472	£241						£6,982	£13,695	£61,844	
£46,735	37									£46,735	£6,260	£234						£6,777	£13,271	£60,006	
£45,413	36									£45,413	£6,062	£227						£6,585	£12,874	£58,287	
£44,128	35									£44,128	£5,869	£221						£6,399	£12,488	£56,616	
£42,882	34									£42,882	£5,682	£214						£6,218	£12,115	£54,997	
£41,671	33									£41,671	£5,501	£208						£6,042	£11,751	£53,422	
£40,497	32									£40,497	£5,325	£202						£5,872	£11,399	£51,896	
£39,355	31									£39,355	£5,153	£197						£5,706	£11,057	£50,412	
£38,249	30									£38,249	£4,987	£191						£5,546	£10,725	£48,974	
£37,174	29									£37,174	£4,826	£186						£5,390	£10,402	£47,576	
£36,130	28									£36,130	£4,670	£181						£5,239	£10,089	£46,219	
£35,116	27									£35,116	£4,517	£176						£5,092	£9,785	£44,901	
£34,132	26									£34,132	£4,370	£171						£4,949	£9,490	£43,622	
£33,482	25									£33,482	£4,272	£167	£3,348	£7,788	£41,270	£7,533	£11,973	£45,455	£4,855	£9,295	£42,777
£32,546	24									£32,546	£4,132	£163	£3,255	£7,550	£40,096	£7,323	£11,618	£44,164			
£31,637	23									£31,637	£3,996	£158	£3,164	£7,318	£38,955	£7,118	£11,272	£42,909			
£30,805	22									£30,805	£3,871	£154	£3,081	£7,106	£37,911	£6,931	£10,956	£41,761			
£29,959	21									£29,959	£3,744	£150	£2,996	£6,890	£36,849	£6,741	£10,635	£40,594			
£29,179	20									£29,179	£3,627	£146	£2,918	£6,691	£35,870	£6,565	£10,338	£39,517			
£28,381	19									£28,381	£3,507	£142	£2,838	£6,487	£34,868	£6,386	£10,035	£38,416			
£27,644	18									£27,644	£3,397	£138	£2,764	£6,299	£33,943	£6,220	£9,755	£37,399			
£26,942	17									£26,942	£3,291	£135	£2,694	£6,120	£33,062	£6,062	£9,488	£36,430			
£26,338	16									£26,338	£3,201	£132	£2,634	£5,966	£32,304	£5,926	£9,258	£35,596			
£25,733	15									£25,733	£3,110	£129	£2,573	£5,812	£31,545	£5,790	£9,029	£34,762			
£25,448	14									£25,448	£3,067	£127	£2,545	£5,739	£31,187	£5,726	£8,920	£34,368			
£24,900	13									£24,900	£2,985	£125	£2,490	£5,600	£30,500	£5,603	£8,713	£33,613			
£24,344	12									£24,344	£2,902	£122	£2,434	£5,457	£29,801	£5,477	£8,500	£32,844			
£23,881	11									£23,881	£2,832	£119	£2,388	£5,340	£29,221	£5,373	£8,325	£32,206			
£23,414	10									£23,414	£2,762	£117	£2,341	£5,220	£28,634	£5,268	£8,147	£31,561			
£23,028	9									£23,028	£2,704	£115	£2,303	£5,122	£28,150	£5,181	£8,000	£31,028			
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