

Single Pay Spine for Academic and HE Support Staff August 2018 (updated with living wage increase November 2018)

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

											Nat Ins (ERS) April 2019	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. @ 19.5% for USS April 2019	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											
£63,463	52									£63,463	£7,567	£317						£12,375	£20,259	£83,722	
£61,618	51									£61,618	£7,312	£308						£12,016	£19,636	£81,254	
£59,828	50									£59,828	£7,065	£299						£11,666	£19,031	£78,859	
£58,089	49									£58,089	£6,825	£290						£11,327	£18,443	£76,532	
£56,403	48									£56,403	£6,592	£282						£10,999	£17,873	£74,276	
£54,765	47								£54,765	£54,765	£6,366	£274						£10,679	£17,319	£72,084	
£53,175	46								£53,175	£53,175	£6,147	£266						£10,369	£16,782	£69,957	
£51,630	45								£51,630	£51,630	£5,934	£258						£10,068	£16,260	£67,890	
£50,132	44								£50,132		£5,727	£251						£9,776	£15,753	£65,885	
£48,676	43								£48,676		£5,526	£243						£9,492	£15,261	£63,937	
£47,263	42								£47,263		£5,331	£236						£9,216	£14,784	£62,047	
£45,892	41								£45,892		£5,142	£229						£8,949	£14,320	£60,212	
£44,559	40								£44,559		£4,958	£223						£8,689	£13,870	£58,429	
£43,266	39							£43,266	£43,266		£4,779	£216						£8,437	£13,433	£56,699	
£42,036	38							£42,036			£4,610	£210						£8,197	£13,017	£55,053	
£40,792	37							£40,792			£4,438	£204						£7,954	£12,596	£53,388	
£39,610	36							£39,610			£4,275	£198						£7,724	£12,197	£51,807	
£38,460	35							£38,460			£4,116	£192						£7,500	£11,808	£50,268	
£37,345	34							£37,345			£3,962	£187						£7,282	£11,431	£48,776	
£36,261	33							£36,261			£3,813	£181						£7,071	£11,065	£47,326	
£35,210	32							£35,210			£3,668	£176						£6,866	£10,710	£45,920	
£34,188	31							£34,188			£3,527	£171						£6,667	£10,364	£44,552	
£33,199	30							£33,199			£3,390	£166						£6,474	£10,030	£43,229	
£32,236	29							£32,236			£3,257	£161						£6,286	£9,705	£41,941	
£31,302	28							£31,302			£3,128	£157						£6,104	£9,389	£40,691	
£30,395	27							£30,395			£3,003	£152						£5,927	£9,082	£39,477	
£29,515	26							£29,515			£2,882	£148						£5,755	£8,785	£38,300	
£28,660	25							£28,660			£2,764	£143	£2,866	£5,773	£34,433	£6,449	£9,356	£38,016	£5,589	£8,496	£37,156
£27,831	24							£27,831			£2,649	£139	£2,783	£5,572	£33,403	£6,262	£9,051	£36,882			
£27,025	23							£27,025			£2,538	£135	£2,703	£5,376	£32,401	£6,081	£8,754	£35,779			
£26,243	22							£26,243			£2,430	£131	£2,624	£5,186	£31,429	£5,905	£8,467	£34,710			
£25,483	21							£25,483			£2,325	£127	£2,548	£5,001	£30,484	£5,734	£8,187	£33,670			
£24,771	20							£24,771			£2,227	£124	£2,477	£4,828	£29,599	£5,573	£7,924	£32,695			
£24,028	19							£24,028			£2,125	£120	£2,403	£4,648	£28,676	£5,406	£7,651	£31,679			
£23,334	18							£23,334	£23,334		£2,029	£117	£2,333	£4,479	£27,813	£5,250	£7,396	£30,730			
£22,658	17							£22,658	£22,658		£1,936	£113	£2,266	£4,315	£26,973	£5,098	£7,147	£29,805			
£22,017	16							£22,017	£22,017		£1,847	£110	£2,202	£4,159	£26,176	£4,954	£6,911	£28,928			
£21,414	15							£21,414			£1,764	£107	£2,141	£4,012	£25,426	£4,818	£6,689	£28,103			
£20,836	14							£20,836			£1,684	£104	£2,084	£3,872	£24,708	£4,688	£6,476	£27,312			
£20,275	13							£20,275	£20,275		£1,607	£101	£2,028	£3,736	£24,011	£4,562	£6,270	£26,545			
£19,730	12							£19,730	£19,730		£1,532	£99	£1,973	£3,603	£23,333	£4,439	£6,069	£25,799			
£19,202	11							£19,202	£19,202		£1,459	£96	£1,920	£3,475	£22,677	£4,320	£5,875	£25,077			
£18,688	10							£18,688			£1,388	£93	£1,869	£3,350	£22,038	£4,205	£5,686	£24,374			
£18,189	9							£18,189			£1,319	£91	£1,819	£3,229	£21,418	£4,093	£5,503	£23,692			
£17,751	8							£17,751			£1,258	£89	£1,775	£3,122	£20,873	£3,994	£5,341	£23,092			
£17,408	7							£17,408			£1,211	£87	£1,741	£3,039	£20,447	£3,917	£5,215	£22,623			
£17,079	6							£17,079			£1,166	£85	£1,708	£2,959	£20,038	£3,843	£5,094	£22,173			
£16,766	5							£16,766			£1,122	£84	£1,677	£2,883	£19,649	£3,772	£4,978	£21,744			
£16,460	4							£16,460			£1,080	£82	£1,646	£2,809	£19,269	£3,704	£4,867	£21,327			
£16,425	3*							£16,425	£16,425		£1,075	£82	£1,643	£2,801	£19,226	£3,696	£4,854	£21,279			
£16,425	2*							£16,425			£1,075	£82	£1,643	£2,801	£19,226	£3,696	£4,854	£21,279			
Not in use	1							Not in use			£0		£0		£0		£0	£0			

>>> The University of Glasgow is a Living Wage Employer, this currently equates to £16,425 p/a or £9.00 p/h. *Point 2 & 3 have been uplifted to account for the real living wage.

N.B. National pay negotiations have not yet concluded.