

Single Pay Spine for Academic and HE Support Staff August 2020 (updated with living wage increase November 2020 and April 2021)

NOTE: Spinal points shaded in blue are contribution points & only accessible by application through Recognition & Reward.											Nat Ins (ERS) April 2021	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. @ 21.1% for USS from October 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											
£64,605	52									£64,605	£7,695	£323							£13,632	£21,650	£86,255
£62,727	51									£62,727	£7,436	£314							£13,235	£20,985	£83,712
£60,905	50									£60,905	£7,184	£305							£12,851	£20,340	£81,245
£59,135	49									£59,135	£6,940	£296							£12,477	£19,713	£78,848
£57,418	48									£57,418	£6,703	£287							£12,115	£19,106	£76,524
£55,750	47									£55,750	£6,473	£279							£11,763	£18,515	£74,265
£54,131	46									£54,131	£6,250	£271							£11,422	£17,942	£72,073
£52,560	45									£52,560	£6,033	£263							£11,090	£17,386	£69,946
£51,034	44									£51,034	£5,822	£255							£10,768	£16,846	£67,880
£49,553	43									£49,553	£5,618	£248							£10,456	£16,321	£65,874
£48,114	42									£48,114	£5,419	£241							£10,152	£15,812	£63,926
£46,718	41									£46,718	£5,227	£234							£9,857	£15,318	£62,036
£45,361	40									£45,361	£5,039	£227							£9,571	£14,837	£60,198
£44,045	39									£44,045	£4,858	£220							£9,293	£14,371	£58,416
£42,792	38									£42,792	£4,685	£214							£9,029	£13,928	£56,720
£41,526	37									£41,526	£4,510	£208							£8,762	£13,480	£55,006
£40,322	36									£40,322	£4,344	£202							£8,508	£13,054	£53,376
£39,152	35									£39,152	£4,183	£196							£8,261	£12,639	£51,791
£38,017	34									£38,017	£4,026	£190							£8,022	£12,238	£50,255
£36,914	33									£36,914	£3,874	£185							£7,789	£11,847	£48,761
£35,845	32									£35,845	£3,726	£179							£7,563	£11,469	£47,314
£34,804	31									£34,804	£3,582	£174							£7,344	£11,100	£45,904
£33,797	30									£33,797	£3,444	£169							£7,131	£10,744	£44,541
£32,817	29									£32,817	£3,308	£164							£6,924	£10,397	£43,214
£31,866	28									£31,866	£3,177	£159							£6,724	£10,060	£41,926
£30,942	27									£30,942	£3,050	£155							£6,529	£9,733	£40,675
£30,046	26									£30,046	£2,926	£150							£6,340	£9,416	£39,462
£29,176	25									£29,176	£2,806	£146							£6,156	£9,108	£38,284
£28,331	24									£28,331	£2,689	£142									
£27,511	23									£27,511	£2,576	£138									
£26,715	22									£26,715	£2,466	£134									
£25,941	21									£25,941	£2,359	£130									
£25,217	20									£25,217	£2,259	£126									
£24,461	19									£24,461	£2,155	£122									
£23,754	18									£23,754	£2,058	£119									
£23,067	17									£23,067	£1,963	£115									
£22,417	16									£22,417	£1,873	£112									
£21,814	15									£21,814	£1,790	£109									
£21,236	14									£21,236	£1,710	£106									
£20,675	13									£20,675	£1,633	£103									
£20,130	12									£20,130	£1,557	£101									
£19,612	11									£19,612	£1,486	£98									
£19,133	10									£19,133	£1,420	£96									
£18,709	9									£18,709	£1,361	£94									
£18,342	8									£18,342	£1,311	£92									
£18,009	7									£18,009	£1,265	£90									
£17,682	6									£17,682	£1,220	£88									
£17,361	5									£17,361	£1,175	£87									
£17,338	4									£17,338	£1,172	£87									
£17,338	3*									£17,338	£1,172	£87									
£17,338	2*									£17,338	£1,172	£87									
Not in use	1									Not in use	£0	£0									

>>> The University of Glasgow is a Living Wage Employer, this currently equates to £17,338 p/a or £9.50p/h. \* point 2 has been uplifted to account for the living wage increase and will be reviewed in November 2021.

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