

Single Pay Spine for Academic and HE Support Staff August 2017

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

	Spine Pt	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Nat Ins (ERS) April 2017	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. @ 18% for USS	Total Empl'rs costs USS	Gross USS
£62,219	52									£62,219	£7,460	£311							£11,199	£18,970	£81,189
£60,410	51									£60,410	£7,210	£302							£10,874	£18,386	£78,796
£58,655	50									£58,655	£6,968	£293							£10,558	£17,819	£76,474
£56,950	49									£56,950	£6,732	£285							£10,251	£17,268	£74,218
£55,297	48									£55,297	£6,591	£276							£10,067	£16,935	£72,232
£53,691	47								£53,691	£53,691	£6,283	£268							£9,664	£16,216	£69,907
£52,132	46								£52,132	£52,132	£6,068	£261							£9,384	£15,712	£67,844
£50,618	45								£50,618	£50,618	£5,859	£253							£9,111	£15,223	£65,841
£49,149	44								£49,149		£5,656	£246							£8,847	£14,748	£63,897
£47,722	43								£47,722		£5,459	£239							£8,590	£14,288	£62,010
£46,336	42								£46,336		£5,268	£232							£8,340	£13,840	£60,176
£44,992	41								£44,992		£5,082	£225							£8,099	£13,406	£58,398
£43,685	40								£43,685		£4,902	£218							£7,863	£12,984	£56,669
£42,418	39							£42,418	£42,418		£4,727	£212							£7,635	£12,574	£54,992
£41,212	38							£41,212			£4,561	£206							£7,418	£12,185	£53,397
£39,992	37							£39,992			£4,392	£200							£7,199	£11,791	£51,783
£38,833	36							£38,833			£4,232	£194							£6,990	£11,416	£50,249
£37,706	35							£37,706			£4,077	£189							£6,787	£11,052	£48,758
£36,613	34							£36,613			£3,926	£183							£6,590	£10,699	£47,312
£35,550	33							£35,550			£3,779	£178							£6,399	£10,356	£45,906
£34,520	32						£34,520	£34,520			£3,637	£173							£6,214	£10,023	£44,543
£33,518	31						£33,518				£3,499	£168							£6,033	£9,700	£43,218
£32,548	30						£32,548				£3,365	£163							£5,859	£9,386	£41,934
£31,604	29						£31,604				£3,235	£158							£5,689	£9,081	£40,685
£30,688	28						£30,688				£3,108	£153							£5,524	£8,786	£39,474
£29,799	27						£29,799				£2,986	£149							£5,364	£8,498	£38,297
£28,936	26						£28,936				£2,867	£145							£5,208	£8,220	£37,156
£28,098	25					£28,098	£28,098				£2,751	£140	£2,810	£5,701	£33,799	£6,322	£9,213	£37,311	£5,058	£7,949	£36,047
£27,285	24					£27,285					£2,639	£136	£2,729	£5,504	£32,789	£6,139	£8,914	£36,199			
£26,495	23					£26,495					£2,530	£132	£2,650	£5,312	£31,807	£5,961	£8,623	£35,118			
£25,728	22					£25,728					£2,424	£129	£2,573	£5,125	£30,853	£5,789	£8,341	£34,069			
£24,983	21					£24,983					£2,321	£125	£2,498	£4,944	£29,927	£5,621	£8,067	£33,050			
£24,285	20					£24,285					£2,225	£121	£2,429	£4,775	£29,060	£5,464	£7,810	£32,095			
£23,557	19					£23,557					£2,124	£118	£2,356	£4,598	£28,155	£5,300	£7,542	£31,099			
£22,876	18				£22,876	£22,876					£2,030	£114	£2,288	£4,433	£27,309	£5,147	£7,292	£30,168			
£22,214	17				£22,214	£22,214					£1,939	£111	£2,221	£4,271	£26,485	£4,998	£7,048	£29,262			
£21,585	16				£21,585	£21,585					£1,852	£108	£2,159	£4,119	£25,704	£4,857	£6,817	£28,402			
£20,989	15				£20,989						£1,770	£105	£2,099	£3,974	£24,963	£4,723	£6,598	£27,587			
£20,411	14				£20,411						£1,690	£102	£2,041	£3,833	£24,244	£4,592	£6,384	£26,795			
£19,850	13				£19,850	£19,850					£1,613	£99	£1,985	£3,697	£23,547	£4,466	£6,178	£26,028			
£19,305	12				£19,305	£19,305					£1,537	£97	£1,931	£3,565	£22,870	£4,344	£5,978	£25,283			
£18,777	11				£18,777	£18,777					£1,465	£94	£1,878	£3,436	£22,213	£4,225	£5,783	£24,560			
£18,263	10				£18,263						£1,394	£91	£1,826	£3,311	£21,574	£4,109	£5,594	£23,857			
£17,764	9				£17,764						£1,325	£89	£1,776	£3,190	£20,954	£3,997	£5,411	£23,175			
£17,326	8				£17,326						£1,264	£87	£1,733	£3,084	£20,410	£3,898	£5,249	£22,575			
£16,983	7				£16,983						£1,217	£85	£1,698	£3,000	£19,983	£3,821	£5,123	£22,106			
£16,654	6				£16,654						£1,172	£83	£1,665	£2,920	£19,574	£3,747	£5,002	£21,656			
£16,341	5				£16,341						£1,128	£82	£1,634	£2,844	£19,185	£3,677	£4,887	£21,228			
£16,035	4				£16,035						£1,086	£80	£1,604	£2,770	£18,805	£3,608	£4,774	£20,809			
£15,721	3				£15,721						£1,043	£79	£1,572	£2,693	£18,414	£3,537	£4,658	£20,379			
£15,422	2				£15,422						£1,002	£77	£1,542	£2,621	£18,043	£3,470	£4,549	£19,971			
Not in use	1	Not in use									£0	£0	£0	£0	£0	£0	£0	£0			

>>> The University of Glasgow is a Living Wage Employer, this currently equates to £15,422p/a or £8.45p/h.