

Single Pay Spine for Academic and HE Support Staff December 2025 (updated with living wage increase and changes on grades 2 - 5)

NOTE: Spinal points shaded in blue are contribution points & only accessible through the Rewarding Contribution round.											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											
£75,921	53									£75,921	£10,638	£380							£11,009	£22,026	£97,947
£73,709	52									£73,709	£10,306	£369							£10,688	£21,363	£95,072
£71,566	51									£71,566	£9,985	£358							£10,377	£20,720	£92,286
£69,488	50									£69,488	£9,673	£347							£10,076	£20,096	£89,584
£67,468	49									£67,468	£9,370	£337							£9,783	£19,490	£86,958
£65,509	48								£65,509	£65,509	£9,076	£328							£9,499	£18,903	£84,412
£63,606	47								£63,606	£63,606	£8,791	£318							£9,223	£18,332	£81,938
£61,759	46								£61,759	£61,759	£8,514	£309							£8,955	£17,778	£79,537
£59,966	45								£59,966	£59,966	£8,245	£300							£8,695	£17,240	£77,206
£58,225	44								£58,225		£7,984	£291							£8,443	£16,718	£74,943
£56,535	43								£56,535		£7,730	£283							£8,198	£16,211	£72,746
£54,893	42								£54,893		£7,484	£274							£7,959	£15,718	£70,611
£53,301	41								£53,301		£7,245	£267							£7,729	£15,240	£68,541
£51,753	40							£51,753	£51,753		£7,013	£259							£7,504	£14,776	£66,529
£50,253	39							£50,253	£50,253		£6,788	£251							£7,287	£14,326	£64,579
£48,822	38							£48,822			£6,573	£244							£7,079	£13,897	£62,719
£47,389	37							£47,389			£6,358	£237							£6,871	£13,467	£60,856
£46,049	36							£46,049			£6,157	£230							£6,677	£13,065	£59,114
£44,746	35							£44,746			£5,962	£224							£6,488	£12,674	£57,420
£43,482	34							£43,482			£5,772	£217							£6,305	£12,295	£55,777
£42,254	33					£42,254	£42,254				£5,588	£211							£6,127	£11,926	£54,180
£41,064	32					£41,064	£41,064				£5,410	£205							£5,954	£11,569	£52,633
£39,906	31					£39,906					£5,236	£200							£5,786	£11,222	£51,128
£38,784	30					£38,784					£5,068	£194							£5,624	£10,885	£49,669
£37,694	29					£37,694					£4,904	£188							£5,466	£10,558	£48,252
£36,636	28					£36,636					£4,745	£183							£5,312	£10,241	£46,877
£35,608	27					£35,608					£4,591	£178							£5,163	£9,932	£45,540
£34,610	26				£34,610	£34,610					£4,442	£173							£5,018	£9,633	£44,243
£33,951	25				£33,951	£33,951					£4,343	£170	£3,395	£7,907	£41,858	£7,639	£12,151	£46,102	£4,923	£9,435	£43,386
£33,002	24				£33,002						£4,200	£165	£3,300	£7,665	£40,667	£7,425	£11,790	£44,792			
£32,080	23				£32,080						£4,062	£160	£3,208	£7,430	£39,510	£7,218	£11,440	£43,520			
£31,236	22					£31,236					£3,935	£156	£3,124	£7,216	£38,452	£7,028	£11,120	£42,356			
£30,378	21					£30,378					£3,807	£152	£3,038	£6,997	£37,375	£6,835	£10,794	£41,172			
£29,588	20			£29,588	£29,588						£3,688	£148	£2,959	£6,795	£36,383	£6,657	£10,493	£40,081			
£28,778	19			£28,778	£28,778						£3,567	£144	£2,878	£6,589	£35,367	£6,475	£10,186	£38,964			
£28,031	18			£28,031	£28,031						£3,455	£140	£2,803	£6,398	£34,429	£6,307	£9,902	£37,933			
£27,319	17				£27,319						£3,348	£137	£2,732	£6,216	£33,535	£6,147	£9,631	£36,950			
£26,707	16				£26,707						£3,256	£134	£2,671	£6,061	£32,768	£6,009	£9,399	£36,106			
£26,093	15			£26,093	£26,093						£3,164	£130	£2,609	£5,903	£31,996	£5,871	£9,165	£35,258			
£25,804	14			£25,804	£25,804						£3,121	£129	£2,580	£5,830	£31,634	£5,806	£9,056	£34,860			
£25,249	13			£25,249							£3,037	£126	£2,525	£5,689	£30,938	£5,681	£8,845	£34,094			
£24,685	12			£24,685							£2,953	£123	£2,469	£5,545	£30,230	£5,554	£8,630	£33,315			
£24,546	11	£24,546	£24,546								£2,932	£123	£2,455	£5,510	£30,056	£5,523	£8,578	£33,124			
Not in use	10	Not in use	Not in use	Not in use																	
Not in use	9	Not in use	Not in use	Not in use																	
Not in use	8	Not in use	Not in use	Not in use																	
Not in use	7	Not in use	Not in use	Not in use																	
Not in use	6	Not in use	Not in use	Not in use																	
Not in use	5	Not in use	Not in use																		
Not in use	4	Not in use	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