

Single Pay Spine for Academic and HE Support Staff November 2015

NOTE: Spinal Point 1 is not used by the University. 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 2015	Super. @ 10% for NEST	Total Empl'rs Costs NEST	Gross NEST	22.5% for UGPS	Total Empl'rs Costs UGPS	GROSS UGPS	Super. @ 16% for USS	Total Empl'rs costs USS	Gross USS
£60,513	52									60,513	6068							£9,682	£15,750	£76,263
£58,754	51									58,754	5825							£9,401	£15,226	£73,980
£57,047	50									57,047	5590							£9,128	£14,718	£71,765
£55,389	49									55,389	5361							£8,862	£14,223	£69,612
£53,781	48									53,781	5139							£8,605	£13,744	£67,525
£52,219	47								52,219	52,219	4923							£8,355	£13,278	£65,497
£50,702	46								50,702	50,702	4714							£8,112	£12,826	£63,528
£49,230	45								49,230	49,230	4511							£7,877	£12,388	£61,618
£47,801	44								47,801		4314							£7,648	£11,962	£59,763
£46,414	43								46,414		4122							£7,426	£11,548	£57,962
£45,066	42								45,066		3936							£7,211	£11,147	£56,213
£43,758	41								43,758		3756							£7,001	£10,757	£54,515
£42,488	40								42,488		3581							£6,798	£10,379	£52,867
£41,255	39							41,255	41,255		3411							£6,601	£10,012	£51,267
£40,082	38							40,082			3249							£6,413	£9,662	£49,744
£38,896	37							38,896			3124							£6,223	£9,347	£48,243
£37,768	36							37,768			3007							£6,043	£9,050	£46,818
£36,672	35							36,672			2893							£5,868	£8,761	£45,433
£35,609	34							35,609			2782							£5,697	£8,479	£44,088
£34,576	33							34,576			2675							£5,532	£8,207	£42,783
£33,574	32						33,574	33,574			2571							£5,372	£7,943	£41,517
£32,600	31						32,600				2469							£5,216	£7,685	£40,285
£31,656	30						31,656				2371							£5,065	£7,436	£39,092
£30,738	29						30,738				2276							£4,918	£7,194	£37,932
£29,847	28						29,847				2183							£4,776	£6,959	£36,806
£28,982	27						28,982				2093							£4,637	£6,730	£35,712
£28,143	26						28,143				2006							£4,503	£6,509	£34,652
£27,328	25					27,328	27,328				1921	£2,733	£4,654	£31,982	£6,149	£8,070	£35,398	£4,372	£6,293	£33,621
£26,537	24					26,537					1839	£2,654	£4,493	£31,030	£5,971	£7,810	£34,347			
£25,769	23					25,769					1759	£2,577	£4,336	£30,105	£5,798	£7,557	£33,326			
£25,023	22					25,023					1681	£2,502	£4,183	£29,206	£5,630	£7,311	£32,334			
£24,298	21					24,298					1606	£2,430	£4,036	£28,334	£5,467	£7,073	£31,371			
£23,619	20					23,619					1535	£2,362	£3,897	£27,516	£5,314	£6,849	£30,468			
£22,912	19					22,912					1462	£2,291	£3,753	£26,665	£5,155	£6,617	£29,529			
£22,249	18				22,249	22,249					1393	£2,225	£3,618	£25,867	£5,006	£6,399	£28,648			
£21,605	17				21,605	21,605					1326	£2,161	£3,487	£25,092	£4,861	£6,187	£27,792			
£20,989	16				20,989	20,989					1262	£2,099	£3,361	£24,350	£4,723	£5,985	£26,974			
£20,400	15				20,400						1200	£2,040	£3,240	£23,640	£4,590	£5,790	£26,190			
£19,828	14				19,828						1141	£1,983	£3,124	£22,952	£4,461	£5,602	£25,430			
£19,273	13				19,273	19,273					1083	£1,927	£3,010	£22,283	£4,336	£5,419	£24,692			
£18,734	12				18,734	18,734					1027	£1,873	£2,900	£21,634	£4,215	£5,242	£23,976			
£18,212	11				18,212	18,212					973	£1,821	£2,794	£21,006	£4,098	£5,071	£23,283			
£17,703	10				17,703						920	£1,770	£2,690	£20,393	£3,983	£4,903	£22,606			
£17,210	9				17,210						869	£1,721	£2,590	£19,800	£3,872	£4,741	£21,951			
£16,776	8				16,776						824	£1,678	£2,502	£19,278	£3,775	£4,599	£21,375			
£16,357	7				16,357						780	£1,636	£2,416	£18,773	£3,680	£4,460	£20,817			
£16,017	6				16,017	16,017					745	£1,602	£2,347	£18,364	£3,604	£4,349	£20,366			
£15,632	5				15,632						705	£1,563	£2,268	£17,900	£3,517	£4,222	£19,854			
£15,258	4				15,258						666	£1,526	£2,192	£17,450	£3,433	£4,099	£19,357			
£15,056	3 *	15,056	15,056								645	£1,506	£2,151	£17,207	£3,388	£4,033	£19,089			
£15,056	2 *	15,056									645	£1,506	£2,151	£17,207	£3,388	£4,033	£19,089			
£14,323	1 *	14,323									568	£1,432	£2,000	£16,323	£3,223	£3,791	£18,114			

* The University of Glasgow is a Living Wage Employer. We do not use spinal point 1 and points 2 and 3 have been adjusted to £15,056 to ensure that no staff are paid below the Living Wage.