

Single Pay Spine for Academic and HE Support Staff November 2016

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 2016	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
£61,178	52								£61,178	£7,323							£11,012	£18,335	£79,513
£59,400	51								£59,400	£7,078							£10,692	£17,770	£77,170
£57,674	50								£57,674	£6,840							£10,381	£17,221	£74,895
£55,998	49								£55,998	£6,608							£10,080	£16,688	£72,686
£54,372	48								£54,372	£6,384							£9,787	£16,171	£70,543
£52,793	47							£52,793	£52,793	£6,166							£9,503	£15,669	£68,462
£51,260	46							£51,260	£51,260	£5,954							£9,227	£15,181	£66,441
£49,772	45							£49,772	£49,772	£5,749							£8,959	£14,708	£64,480
£48,327	44							£48,327		£5,550							£8,699	£14,249	£62,576
£46,924	43							£46,924		£5,356							£8,446	£13,802	£60,726
£45,562	42							£45,562		£5,168							£8,201	£13,369	£58,931
£44,240	41							£44,240		£4,986							£7,963	£12,949	£57,189
£42,955	40							£42,955		£4,808							£7,732	£12,540	£55,495
£41,709	39							£41,709		£4,636							£7,508	£12,144	£53,853
£40,523	38							£40,523		£4,473							£7,294	£11,767	£52,290
£39,324	37							£39,324		£4,307							£7,078	£11,386	£50,710
£38,183	36							£38,183		£4,150							£6,873	£11,023	£49,206
£37,075	35							£37,075		£3,997							£6,674	£10,670	£47,745
£36,001	34							£36,001		£3,849							£6,480	£10,329	£46,330
£34,956	33							£34,956		£3,704							£6,292	£9,997	£44,953
£33,943	32						£33,943	£33,943		£3,565							£6,110	£9,674	£43,617
£32,958	31						£32,958			£3,429							£5,932	£9,361	£42,319
£32,004	30						£32,004			£3,297							£5,761	£9,058	£41,062
£31,076	29						£31,076			£3,169							£5,594	£8,763	£39,839
£30,175	28						£30,175			£3,045							£5,432	£8,476	£38,651
£29,301	27						£29,301			£2,924							£5,274	£8,198	£37,499
£28,452	26						£28,452			£2,807							£5,121	£7,928	£36,380
£27,629	25					£27,629	£27,629			£2,693	£2,763	£5,456	£33,085	£6,217	£8,910	£36,539	£4,973	£7,667	£35,296
£26,829	24					£26,829				£2,583	£2,683	£5,266	£32,095	£6,037	£8,620	£35,449			
£26,052	23					£26,052				£2,476	£2,605	£5,081	£31,133	£5,862	£8,338	£34,390			
£25,298	22					£25,298				£2,372	£2,530	£4,902	£30,200	£5,692	£8,064	£33,362			
£24,565	21					£24,565				£2,271	£2,457	£4,728	£29,293	£5,527	£7,798	£32,363			
£23,879	20					£23,879				£2,176	£2,388	£4,564	£28,443	£5,373	£7,549	£31,428			
£23,164	19					£23,164				£2,077	£2,316	£4,393	£27,557	£5,212	£7,289	£30,453			
£22,494	18				£22,494	£22,494				£1,985	£2,249	£4,234	£26,728	£5,061	£7,046	£29,540			
£21,843	17				£21,843	£21,843				£1,895	£2,184	£4,079	£25,922	£4,915	£6,810	£28,653			
£21,220	16				£21,220	£21,220				£1,809	£2,122	£3,931	£25,151	£4,775	£6,584	£27,804			
£20,624	15				£20,624					£1,727	£2,062	£3,789	£24,413	£4,640	£6,367	£26,991			
£20,046	14				£20,046					£1,647	£2,005	£3,652	£23,698	£4,510	£6,157	£26,203			
£19,485	13				£19,485	£19,485				£1,569	£1,949	£3,518	£23,003	£4,384	£5,953	£25,438			
£18,940	12				£18,940	£18,940				£1,494	£1,894	£3,388	£22,328	£4,262	£5,756	£24,696			
£18,412	11				£18,412	£18,412				£1,421	£1,841	£3,262	£21,674	£4,143	£5,564	£23,976			
£17,898	10				£17,898					£1,350	£1,790	£3,140	£21,038	£4,027	£5,377	£23,275			
£17,399	9				£17,399					£1,282	£1,740	£3,022	£20,421	£3,915	£5,197	£22,596			
£16,961	8				£16,961					£1,221	£1,696	£2,917	£19,878	£3,816	£5,037	£21,998			
£16,618	7				£16,618					£1,174	£1,662	£2,836	£19,454	£3,739	£4,913	£21,531			
£16,289	6				£16,289					£1,128	£1,629	£2,757	£19,046	£3,665	£4,793	£21,082			
£15,976	5				£15,976					£1,085	£1,598	£2,683	£18,659	£3,595	£4,680	£20,656			
£15,670	4				£15,670					£1,043	£1,567	£2,610	£18,280	£3,526	£4,569	£20,239			
£15,356	3*				£15,422	£15,422				£1,009	£1,542	£2,551	£17,973	£3,470	£4,479	£19,901			
£15,056	2*				£15,422					£1,009	£1,542	£2,551	£17,973	£3,470	£4,479	£19,901			
£14,767	1				£14,767					£918	£1,477	£2,395	£17,162	£3,323	£4,241	£19,008			

>>> The University of Glasgow is a Living Wage Employer, this currently equates to £15,422p/a or £8.45p/h. * points 2 and 3 have been uplifted to account for the living wage increase.