

Single Pay Spine for Academic and HE Support Staff April 2017

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 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
£61,178	52									£61,178	£7,316	£306							£11,012	£18,634	£79,812
£59,400	51									£59,400	£7,071	£297							£10,692	£18,060	£77,460
£57,674	50									£57,674	£6,832	£288							£10,381	£17,502	£75,176
£55,998	49									£55,998	£6,601	£280							£10,080	£16,961	£72,959
£54,372	48									£54,372	£6,377	£272							£9,787	£16,436	£70,808
£52,793	47								£52,793	£52,793	£6,159	£264							£9,503	£15,926	£68,719
£51,260	46								£51,260	£51,260	£5,947	£256							£9,227	£15,430	£66,690
£49,772	45								£49,772	£49,772	£5,742	£249							£8,959	£14,950	£64,722
£48,327	44								£48,327		£5,542	£242							£8,699	£14,483	£62,810
£46,924	43								£46,924		£5,349	£235							£8,446	£14,030	£60,954
£45,562	42								£45,562		£5,161	£228							£8,201	£13,590	£59,152
£44,240	41								£44,240		£4,978	£221							£7,963	£13,163	£57,403
£42,955	40								£42,955		£4,801	£215							£7,732	£12,748	£55,703
£41,709	39							£41,709	£41,709		£4,629	£209							£7,508	£12,345	£54,054
£40,523	38							£40,523			£4,466	£203							£7,294	£11,962	£52,485
£39,324	37							£39,324			£4,300	£197							£7,078	£11,575	£50,899
£38,183	36							£38,183			£4,143	£191							£6,873	£11,206	£49,389
£37,075	35							£37,075			£3,990	£185							£6,674	£10,849	£47,924
£36,001	34							£36,001			£3,842	£180							£6,480	£10,502	£46,503
£34,956	33							£34,956			£3,697	£175							£6,292	£10,164	£45,120
£33,943	32						£33,943	£33,943			£3,558	£170							£6,110	£9,837	£43,780
£32,958	31						£32,958				£3,422	£165							£5,932	£9,519	£42,477
£32,004	30						£32,004				£3,290	£160							£5,761	£9,211	£41,215
£31,076	29						£31,076				£3,162	£155							£5,594	£8,911	£39,987
£30,175	28						£30,175				£3,038	£151							£5,432	£8,620	£38,795
£29,301	27						£29,301				£2,917	£147							£5,274	£8,338	£37,639
£28,452	26						£28,452				£2,800	£142							£5,121	£8,063	£36,515
£27,629	25					£27,629	£27,629				£2,686	£138	£2,763	£5,587	£33,216	£6,217	£9,041	£36,670	£4,973	£7,798	£35,427
£26,829	24					£26,829					£2,576	£134	£2,683	£5,393	£32,222	£6,037	£8,747	£35,576			
£26,052	23					£26,052					£2,469	£130	£2,605	£5,204	£31,256	£5,862	£8,461	£34,513			
£25,298	22					£25,298					£2,364	£126	£2,530	£5,021	£30,319	£5,692	£8,183	£33,481			
£24,565	21					£24,565					£2,263	£123	£2,457	£4,843	£29,408	£5,527	£7,913	£32,478			
£23,879	20					£23,879					£2,169	£119	£2,388	£4,676	£28,555	£5,373	£7,661	£31,540			
£23,164	19					£23,164					£2,070	£116	£2,316	£4,502	£27,666	£5,212	£7,398	£30,562			
£22,494	18				£22,494	£22,494					£1,978	£112	£2,249	£4,339	£26,833	£5,061	£7,151	£29,645			
£21,843	17				£21,843	£21,843					£1,888	£109	£2,184	£4,181	£26,024	£4,915	£6,912	£28,755			
£21,220	16				£21,220	£21,220					£1,802	£106	£2,122	£4,030	£25,250	£4,775	£6,683	£27,903			
£20,624	15				£20,624						£1,719	£103	£2,062	£3,885	£24,509	£4,640	£6,463	£27,087			
£20,046	14				£20,046						£1,640	£100	£2,005	£3,745	£23,791	£4,510	£6,250	£26,296			
£19,485	13				£19,485	£19,485					£1,562	£97	£1,949	£3,609	£23,094	£4,384	£6,044	£25,529			
£18,940	12				£18,940	£18,940					£1,487	£95	£1,894	£3,476	£22,416	£4,262	£5,844	£24,784			
£18,412	11				£18,412	£18,412					£1,414	£92	£1,841	£3,347	£21,759	£4,143	£5,649	£24,061			
£17,898	10				£17,898						£1,343	£89	£1,790	£3,223	£21,121	£4,027	£5,460	£23,358			
£17,399	9				£17,399						£1,274	£87	£1,740	£3,101	£20,500	£3,915	£5,276	£22,675			
£16,961	8				£16,961						£1,214	£85	£1,696	£2,995	£19,956	£3,816	£5,115	£22,076			
£16,618	7				£16,618						£1,167	£83	£1,662	£2,912	£19,530	£3,739	£4,989	£21,607			
£16,289	6				£16,289						£1,121	£81	£1,629	£2,832	£19,121	£3,665	£4,868	£21,157			
£15,976	5				£15,976						£1,078	£80	£1,598	£2,756	£18,732	£3,595	£4,753	£20,729			
£15,670	4				£15,670						£1,036	£78	£1,567	£2,681	£18,351	£3,526	£4,640	£20,310			
£15,356	3*				£15,422	£15,422					£1,002	£77	£1,542	£2,620	£17,976	£3,470	£4,548	£19,904			
£15,056	2*				£15,422						£1,002	£75	£1,542	£2,619	£17,675	£3,470	£4,547	£19,603			
£14,767	1				£14,767						£911	£74	£1,477	£2,462	£17,229	£3,323	£4,308	£19,075			

>>> 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.