

Single Pay Spine for Academic and HE Support Staff November 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 | £6,283                   | £268                |                       |                          |            |                |                          |            | £9,664               | £16,216                 | £69,907   |
| £52,132    | 46       |            |         |         |         |         |         |         |         | £52,132 | £6,068                   | £261                |                       |                          |            |                |                          |            | £9,384               | £15,712                 | £67,844   |
| £50,618    | 45       |            |         |         |         |         |         |         |         | £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 | £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 | £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 | £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 | £2,030                   | £114                | £2,288                | £4,433                   | £27,309    | £5,147         | £7,292                   | £30,168    |                      |                         |           |
| £22,214    | 17       |            |         |         |         |         |         |         |         | £22,214 | £1,939                   | £111                | £2,221                | £4,271                   | £26,485    | £4,998         | £7,048                   | £29,262    |                      |                         |           |
| £21,585    | 16       |            |         |         |         |         |         |         |         | £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 | £1,613                   | £99                 | £1,985                | £3,697                   | £23,547    | £4,466         | £6,178                   | £26,028    |                      |                         |           |
| £19,305    | 12       |            |         |         |         |         |         |         |         | £19,305 | £1,537                   | £97                 | £1,931                | £3,565                   | £22,870    | £4,344         | £5,978                   | £25,283    |                      |                         |           |
| £18,777    | 11       |            |         |         |         |         |         |         |         | £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*       | £15,969    | £15,969 |         |         |         |         |         |         |         | £1,077                   | £80                 | £1,597                | £2,754                   | £18,723    | £3,593         | £4,750                   | £20,471    |                      |                         |           |
| £15,422    | 2*       | £15,969    |         |         |         |         |         |         |         |         | £1,077                   | £80                 | £1,597                | £2,754                   | £18,723    | £3,593         | £4,750                   | £20,172    |                      |                         |           |
| 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 £15,969p/a or £8.75p/h. \*Points 2 and 3 have been uplifted to account for the living wage increase.