

Single Pay Spine for Academic and HE Support Staff August 2018 (updated with living wage increase November 2018)

NOTE: Spinal points shaded in blue are contribution points & only accessible by application through Recognition & Reward.											Nat Ins (ERS) April 2018	Apprentices hip 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
National Pay Spine	Spine Pt	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9											
£63,463	52									£63,463	£7,595	£317							£11,423	£19,336	£82,799
£61,618	51									£61,618	£7,341	£308							£11,091	£18,740	£80,358
£59,828	50									£59,828	£7,094	£299							£10,769	£18,162	£77,990
£58,089	49									£58,089	£6,854	£290							£10,456	£17,600	£75,689
£56,403	48									£56,403	£6,621	£282							£10,153	£17,056	£73,459
£54,765	47								£54,765	£54,765	£6,395	£274							£9,858	£16,527	£71,292
£53,175	46								£53,175	£53,175	£6,176	£266							£9,572	£16,013	£69,188
£51,630	45								£51,630	£51,630	£5,962	£258							£9,293	£15,514	£67,144
£50,132	44								£50,132		£5,756	£251							£9,024	£15,030	£65,162
£48,676	43								£48,676		£5,555	£243							£8,762	£14,560	£63,236
£47,263	42								£47,263		£5,360	£236							£8,507	£14,103	£61,366
£45,892	41								£45,892		£5,171	£229							£8,261	£13,661	£59,553
£44,559	40								£44,559		£4,987	£223							£8,021	£13,230	£57,789
£43,266	39							£43,266	£43,266		£4,808	£216							£7,788	£12,812	£56,078
£42,036	38								£42,036		£4,638	£210							£7,566	£12,415	£54,451
£40,792	37								£40,792		£4,467	£204							£7,343	£12,013	£52,805
£39,610	36								£39,610		£4,304	£198							£7,130	£11,632	£51,242
£38,460	35								£38,460		£4,145	£192							£6,923	£11,260	£49,720
£37,345	34								£37,345		£3,991	£187							£6,722	£10,900	£48,245
£36,261	33								£36,261		£3,842	£181							£6,527	£10,550	£46,811
£35,210	32								£35,210		£3,696	£176							£6,338	£10,210	£45,420
£34,188	31								£34,188		£3,555	£171							£6,154	£9,880	£44,068
£33,199	30								£33,199		£3,419	£166							£5,976	£9,561	£42,760
£32,236	29								£32,236		£3,286	£161							£5,802	£9,250	£41,486
£31,302	28								£31,302		£3,157	£157							£5,634	£8,948	£40,250
£30,395	27								£30,395		£3,032	£152							£5,471	£8,655	£39,050
£29,515	26								£29,515		£2,911	£148							£5,313	£8,371	£37,886
£28,660	25								£28,660		£2,793	£143	£2,866	£5,802	£34,462	£6,449	£9,385	£38,045	£5,159	£8,095	£36,755
£27,831	24								£27,831		£2,678	£139	£2,783	£5,600	£33,431	£6,262	£9,079	£36,910			
£27,025	23								£27,025		£2,567	£135	£2,703	£5,405	£32,430	£6,081	£8,783	£35,808			
£26,243	22								£26,243		£2,459	£131	£2,624	£5,214	£31,457	£5,905	£8,495	£34,738			
£25,483	21								£25,483		£2,354	£127	£2,548	£5,030	£30,513	£5,734	£8,216	£33,699			
£24,771	20								£24,771		£2,256	£124	£2,477	£4,857	£29,628	£5,573	£7,953	£32,724			
£24,028	19								£24,028		£2,153	£120	£2,403	£4,676	£28,704	£5,406	£7,679	£31,707			
£23,334	18								£23,334	£23,334	£2,058	£117	£2,333	£4,507	£27,841	£5,250	£7,424	£30,758			
£22,658	17								£22,658	£22,658	£1,964	£113	£2,266	£4,344	£27,002	£5,098	£7,176	£29,834			
£22,017	16								£22,017	£22,017	£1,876	£110	£2,202	£4,188	£26,205	£4,954	£6,940	£28,957			
£21,414	15								£21,414		£1,793	£107	£2,141	£4,041	£25,455	£4,818	£6,718	£28,132			
£20,836	14								£20,836		£1,713	£104	£2,084	£3,901	£24,737	£4,688	£6,505	£27,341			
£20,275	13								£20,275		£1,635	£101	£2,028	£3,765	£24,040	£4,562	£6,299	£26,574			
£19,730	12								£19,730	£19,730	£1,560	£99	£1,973	£3,632	£23,362	£4,439	£6,098	£25,828			
£19,202	11								£19,202	£19,202	£1,487	£96	£1,920	£3,503	£22,705	£4,320	£5,903	£25,105			
£18,688	10								£18,688		£1,416	£93	£1,869	£3,379	£22,067	£4,205	£5,715	£24,403			
£18,189	9								£18,189		£1,348	£91	£1,819	£3,258	£21,447	£4,093	£5,532	£23,721			
£17,751	8								£17,751		£1,287	£89	£1,775	£3,151	£20,902	£3,994	£5,370	£23,121			
£17,408	7								£17,408		£1,240	£87	£1,741	£3,068	£20,476	£3,917	£5,244	£22,652			
£17,079	6								£17,079		£1,194	£85	£1,708	£2,988	£20,067	£3,843	£5,123	£22,202			
£16,766	5								£16,766		£1,151	£84	£1,677	£2,912	£19,678	£3,772	£5,007	£21,773			
£16,460	4								£16,460		£1,109	£82	£1,646	£2,837	£19,297	£3,704	£4,895	£21,355			
£16,425	3*	£16,425	£16,425								£1,104	£82	£1,643	£2,829	£19,254	£3,696	£4,882	£21,307			
£16,425	2*	£16,425									£1,104	£82	£1,643	£2,829	£19,254	£3,696	£4,882	£21,307			
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 £16,425 p/a or £9.00 p/h. *Point 2 & 3 have been uplifted to account for the real living wage.