Single Pay Spine for Academic and HE Support Staff April 2020

NOTE: Spinal points shaded in blue are contribution points & only accessible by application through Recognition & Reward.									Nat Ins (ERS) April 2020	Apprenticesh ip Levy	Super. @ 10% for NEST	Total Empl'rs Costs NEST	Gross NEST	22.5% for UGPS	Total Empl'rs Costs UGPS	GROSS UGPS	Super. @ 21.1% for USS from	Total Empl'rs costs USS	Gross USS		
National																			October 2019		
Pay Spine		Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9											1
£64,605	52									£64,605	£7,703	£323							£13,632	£21,657	£86,262
£62,727	51 50									£62,727	£7,444	£314							£13,235	£20,993	£83,720 £81,253
£60,905 £59,135	49									£60,905 £59,135	£7,192 £6,948	£305 £296							£12,851 £12,477	£20,348 £19,721	£81,253 £78,856
£57,418	48									£57,418	£6,711	£290 £287							£12,477	£19,113	£76,531
£55,750	47								£55,750	£55,750	£6,481	£279							£11,763	£18,523	£74,273
£54,131	46								£54,131	£54,131	£6,257	£271							£11,422	£17,950	£72,081
£52,560	45								£52.560	£52,560	£6,041	£263							£11,090	£17,393	£69,953
£51,034	44								£51,034	,	£5,830	£255							£10,768	£16,853	£67,887
£49,553	43								£49,553		£5,626	£248							£10,456	£16,329	£65,882
£48,114	42								£48,114		£5,427	£241							£10,152	£15,820	£63,934
£46,718	41								£46,718		£5,234	£234							£9,857	£15,325	£62,043
£45,361	40								£45,361		£5,047	£227							£9,571	£14,845	£60,206
£44,045	39							£44,045	£44,045		£4,865	£220							£9,293	£14,379	£58,424
£42,792	38							£42,792			£4,693	£214							£9,029	£13,936	£56,728
£41,526	37							£41,526			£4,518	£208							£8,762	£13,487	£55,013
£40,322	36							£40,322			£4,352	£202							£8,508	£13,061	£53,383
£39,152 £38,017	35 34							£39,152 £38,017			£4,190 £4,034	£196 £190							£8,261 £8,022	£12,647 £12,245	£51,799 £50,262
£36,914	33							£36,017			£4,034 £3,881	£190 £185							£7.789	£12,245 £11,855	£48.769
£35,845	32						£35,845	£35,845			£3,734	£179							£7,769	£11,476	£47,321
£34,804	31						£34,804	200,040			£3,734	£179							£7,344	£11,470	£45.912
£33,797	30						£33,797				£3,451	£169							£7,131	£10,751	£44,548
£32,817	29						£32,817				£3,316	£164							£6.924	£10,404	£43,221
£31,866	28						£31,866				£3,185	£159							£6,724	£10,068	£41,934
£30,942	27						£30,942				£3,057	£155							£6,529	£9,741	£40,683
£30,046	26						£30,046				£2,934	£150							£6,340	£9,424	£39,470
£29,176	25					£29,176	£29,176				£2,814	£146		£5,877	£35,053	£6,565	£9,524	£38,700	£6,156	£9,116	£38,292
£28,331	24					£28,331					£2,697	£142	£2,833	£5,672	£34,003	£6,374	£9,213	£37,544			
£27,511	23					£27,511					£2,584	£138	£2,751	£5,472	£32,983	£6,190	£8,911	£36,422			
£26,715	22					£26,715					£2,474	£134	£2,672	£5,280	£31,995	£6,011	£8,619	£35,334			
£25,941	21					£25,941					£2,367	£130	£2,594	£5,091	£31,032	£5,837	£8,334	£34,275			
£25,217	20					£25,217					£2,267	£126		£4,915	£30,132	£5,674	£8,067	£33,284			
£24,461 £23,754	19 18				£23,754	£24,461 £23,754					£2,163 £2,065	£122 £119	£2,446 £2,375	£4,731 £4,559	£29,192 £28,313	£5,504 £5,345	£7,789 £7,529	£32,250 £31,283			
£23,754 £23,067	17				£23,754 £23,067	£23,754 £23,067					£2,063 £1,971	£119	£2,375	£4,393	£27,460	£5,345 £5,190	£7,329 £7,276	£31,263 £30,343			
£22,417	16				£22,417	£22,417					£1,881	£113	£2,307	£4,235	£26,652	£5,190 £5,044	£7,270	£30,343 £29,454			
£21,814	15				£21,814	444,711					£1,798	£109	£2,242	£4,233	£25,902	£4,908	£6,815	£28,629			
£21,236	14				£21,236						£1,718	£106		£3,948	£25,184	£4,778	£6,602	£27,838			
£20,675	13			£20,675	£20,675						£1,640	£103	£2,068	£3,812	£24,487	£4,652	£6,396	£27,071			
£20,130	12			£20,130	£20,130						£1,565	£101	£2,013	£3,679	£23,809	£4,529	£6,195	£26,325			
£19,612	11			£19,612	£19,612						£1,494	£98	£1,961	£3,553	£23,165	£4,413	£6,005	£25,617			
£19,133	10			£19,133							£1,428	£96	£1,913	£3,436	£22,569	£4,305	£5,828	£24,961			
£18,709	9			£18,709							£1,369	£94	£1,871	£3,334	£22,043	£4,210	£5,673	£24,382			
£18,342	8			£18,342							£1,318	£92	£1,834	£3,244	£21,586	£4,127	£5,537	£23,879			
£18,009	7			£18,009							£1,272	£90	£1,801	£3,164	£21,173	£4,052	£5,415	£23,424			1
£17,682	6		£17,682	£17,682							£1,227	£88	£1,768	£3,084	£20,766	£3,978	£5,294	£22,976			-
£17,361	5		£17,361								£1,183	£87	£1,736	£3,006	£20,367	£3,906	£5,176	£22,537			
£17,046	4	040.070	£17,046	-							£1,140	£85	£1,705	£2,930	£19,976	£3,835	£5,060	£22,106			-
£16,973	3* 2*	£16,973	£16,973								£1,130	£85	£1,697	£2,911	£19,884	£3,819	£5,033	£22,006			-
£16,973	1	£16,973									£1,130 £0	£85 £0		£2,911 £0	£19,884 £0	£3,819 £0	£5,033 £0	£22,006			-
Not in use		Not in use	l	L				20n/h * noint				£0	£U	£U	£U	£U	£U	£U			

>>> The University of Glasgow is a Living Wage Employer, this currently equates to £16,973 p/a or £9.30p/h. * point 2 has been uplifted to account for the living wage increase and will be reviewed in November 2020.

N.B. National pay negotiations have not yet concluded.