

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 2020	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. @ 21.1% for USS from October 2019	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											
£64,605	52									£64,605	£7,703	£323							£13,632	£21,657	£86,262
£62,727	51									£62,727	£7,444	£314							£13,235	£20,993	£83,720
£60,905	50									£60,905	£7,192	£305							£12,851	£20,348	£81,253
£59,135	49									£59,135	£6,948	£296							£12,477	£19,721	£78,856
£57,418	48									£57,418	£6,711	£287							£12,115	£19,113	£76,531
£55,750	47									£55,750	£6,481	£279							£11,763	£18,523	£74,273
£54,131	46									£54,131	£6,257	£271							£11,422	£17,950	£72,081
£52,560	45									£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	£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	35									£39,152	£4,190	£196							£8,261	£12,647	£51,799
£38,017	34									£38,017	£4,034	£190							£8,022	£12,245	£50,262
£36,914	33									£36,914	£3,881	£185							£7,789	£11,855	£48,769
£35,845	32									£35,845	£3,734	£179							£7,563	£11,476	£47,321
£34,804	31									£34,804	£3,590	£174							£7,344	£11,108	£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	£2,814	£146							£6,156	£9,116	£38,292
£28,331	24									£28,331	£2,697	£142							£5,977	£8,819	£37,144
£27,511	23									£27,511	£2,584	£138							£5,771	£8,531	£36,022
£26,715	22									£26,715	£2,474	£134							£5,580	£8,251	£34,934
£25,941	21									£25,941	£2,367	£130							£5,394	£7,986	£33,886
£25,217	20									£25,217	£2,267	£126							£5,212	£7,734	£32,844
£24,461	19									£24,461	£2,163	£122							£5,044	£7,494	£31,818
£23,754	18									£23,754	£2,065	£119							£4,889	£7,267	£30,807
£23,067	17									£23,067	£1,971	£115							£4,736	£7,052	£29,819
£22,417	16									£22,417	£1,881	£112							£4,588	£6,847	£28,854
£21,814	15									£21,814	£1,798	£109							£4,444	£6,651	£27,913
£21,236	14									£21,236	£1,718	£106							£4,304	£6,464	£27,007
£20,675	13									£20,675	£1,640	£103							£4,168	£6,286	£26,125
£20,130	12									£20,130	£1,565	£101							£4,036	£6,116	£25,266
£19,612	11									£19,612	£1,494	£98							£3,908	£5,954	£24,430
£19,133	10									£19,133	£1,428	£96							£3,784	£5,800	£23,632
£18,709	9									£18,709	£1,369	£94							£3,664	£5,652	£22,870
£18,342	8									£18,342	£1,318	£92							£3,548	£5,511	£22,143
£18,009	7									£18,009	£1,272	£90							£3,436	£5,376	£21,459
£17,682	6									£17,682	£1,227	£88							£3,328	£5,248	£20,807
£17,361	5									£17,361	£1,183	£87							£3,224	£5,124	£20,187
£17,338	4									£17,338	£1,180	£87							£3,124	£5,004	£19,592
£17,338	3*									£17,338	£1,180	£87							£3,028	£4,888	£19,012
£17,338	2*									£17,338	£1,180	£87							£2,936	£4,776	£18,444
Not in use	1									Not in use	£0	£0							£0	£0	£0

>>> The University of Glasgow is a Living Wage Employer, this currently equates to £17,338 p/a or £9.50p/h. * point 2, 3 and 4 have been uplifted to account for the living wage increase.