Single Pay Spine for Academic and HE Support Staff August 2020 (updated with living wage increase November 2020 and April 2021)

NOTE: Spinal points shaded in blue are contribution points & only accessible by application through Recognition & Reward.										Nat Ins A (ERS) April 2021	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 October	Total Empl'rs costs USS	Gross USS	
National	Outine Dt	Grade 1	Grade 2	Grade 3	Create 4	Grade 5	Orada C	Grade 7	Grade 8	Grade 9									2019		
Pay Spine £64,605	Spine Pt 52	Grade 1	Grade 2	Grade 5	Grade 4	Grade 5	Grade 6	Grade /	Grade o	£64,605	£7,695	£323							£13,632	£21,650	£86,255
£62,727	52									£62,727	£7,095	£323 £314							£13,032	£20,985	£83,712
£60,905	50									£60,905	£7,184	£305							£12,851	£20,300	£81,245
£59,135	49									£59,135	£6,940	£296							£12,477	£19,713	£78,848
£57,418	48									£57,418	£6,703	£287							£12,115	£19,106	£76,524
£55,750	47								£55,750	£55,750	£6,473	£279							£11,763	£18,515	£74,265
£54,131	46								£54,131	£54,131	£6,250	£271							£11,422	£17,942	£72,073
£52,560	45								£52,560	£52,560	£6,033	£263							£11,090	£17,386	£69,946
£51,034	44								£51,034		£5,822	£255							£10,768	£16,846	£67,880
£49,553	43								£49,553		£5,618	£248							£10,456	£16,321	£65,874
£48,114	42								£48,114		£5,419	£241							£10,152	£15,812	£63,926
£46,718	41								£46,718		£5,227	£234							£9,857	£15,318	£62,036
£45,361	40								£45,361		£5,039	£227							£9,571	£14,837	£60,198
£44,045	39							£44,045	£44,045		£4,858	£220							£9,293	£14,371	£58,416
£42,792	38							£42,792			£4,685	£214							£9,029	£13,928	£56,720
£41,526	37							£41,526			£4,510	£208							£8,762	£13,480	£55,006
£40,322	36 35							£40,322 £39,152			£4,344 £4,183	£202							£8,508	£13,054 £12,639	£53,376
£39,152 £38,017	35 34							£39,152 £38,017			£4,183 £4,026	£196 £190							£8,261 £8,022	£12,039 £12,238	£51,791 £50,255
£36,914	33							£36,914			£4,026 £3,874	£190 £185							£0,022 £7,789	£12,230 £11,847	£30,255 £48,761
£35,845	33						£35,845	£35,845			£3,874 £3,726	£165 £179							£7,563	£11,647 £11,469	£40,701 £47,314
£34,804	31						£34,804	200,040			£3,582	£173							£7,344	£11,409	£45,904
£33,797	30						£33,797				£3,444	£169							£7,131	£10,744	£44,541
£32,817	29						£32,817				£3,308	£164							£6,924	£10,397	£43,214
£31,866	28						£31,866				£3,177	£159							£6,724	£10,060	£41,926
£30,942	27						£30,942				£3,050	£155							£6,529	£9,733	£40,675
£30,046	26						£30,046				£2,926	£150							£6,340	£9,416	£39,462
£29,176	25					£29,176	£29,176				£2,806	£146	£2,918	£5,870	£35,046	£6,565	£9,517	£38,693	£6,156	£9,108	£38,284
£28,331	24					£28,331					£2,689	£142	£2,833	£5,664	£33,995	£6,374	£9,205	£37,536			
£27,511	23					£27,511					£2,576	£138	£2,751	£5,465	£32,976	£6,190	£8,904	£36,415			
£26,715	22					£26,715					£2,466	£134	£2,672	£5,272	£31,987	£6,011	£8,611	£35,326			
£25,941	21					£25,941					£2,359	£130	£2,594	£5,083	£31,024	£5,837	£8,326	£34,267			
£25,217	20					£25,217					£2,259	£126	£2,522	£4,908	£30,125	£5,674	£8,060	£33,277			
£24,461	19					£24,461					£2,155	£122	£2,446	£4,723	£29,184	£5,504	£7,781	£32,242			
£23,754	18				£23,754	£23,754					£2,058	£119	£2,375	£4,551	£28,305	£5,345	£7,521	£31,275			
£23,067	17				£23,067	£23,067					£1,963	£115	£2,307	£4,385	£27,452	£5,190	£7,268	£30,335			
£22,417	16				£22,417	£22,417					£1,873	£112	£2,242	£4,227	£26,644	£5,044	£7,029	£29,446			
£21,814	15				£21,814						£1,790	£109	£2,181	£4,080	£25,894	£4,908	£6,807	£28,621			
£21,236 £20,675	14 13			£20,675	£21,236 £20,675						£1,710 £1,633	£106 £103	£2,124 £2,068	£3,940 £3,804	£25,176 £24,479	£4,778 £4,652	£6,594 £6,388	£27,830 £27,063			
£20,675 £20,130	13			£20,675 £20,130	£20,675 £20,130						£1,633 £1,557	£103 £101	£2,008 £2,013	£3,604 £3,671	£24,479 £23,801	£4,652 £4,529	£6,187	£27,063 £26,317			
£20,130 £19,612	12			£19,612	£20,130 £19,612						£1,337 £1,486	£101	£1,961	£3,545	£23,801 £23,157	£4,329 £4,413	£5,997	£25,609			
£19,133	10			£19,012 £19,133	213,012						£1,400	£96	£1,913	£3,429	£22,562	£4,415	£5,821	£24,954			
£18,709	9			£18,709							£1,361	£94	£1,871	£3,326	£22,035	£4,210	£5,665	£24,374			
£18,342	8			£18,342							£1,311	£92	£1,834	£3,236	£21,578	£4,127	£5,529	£23,871			
£18,009	7			£18,009							£1,265	£90	£1,801	£3,156	£21,165	£4,052	£5,407	£23,416			
£17,682	6		£17,682	£17,682							£1,220	£88	£1,768	£3,076	£20,758	£3,978	£5,286	£22,968			
£17,361	5		£17,361								£1,175	£87	£1,736	£2,998	£20,359	£3,906	£5,168	£22,529			
£17,338	4		£17,338								£1,172	£87	£1,734	£2,993	£20,331	£3,901	£5,160	£22,498			
£17,338	3*	£17,338	£17,338								£1,172	£87	£1,734	£2,993	£20,331	£3,901	£5,160	£22,498			
£17,338	2*	£17,338									£1,172	£87	£1,734	£2,993	£20,331	£3,901	£5,160	£22,498			
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 £17,338 p/a or £9.50p/h. * point 2 has been uplifted to account for the living wage increase and will be reviewed in November 2021.

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