

Single Pay Spine for Academic and HE Support Staff August 2023 (updated November 2023 with living wage increase)

NOTE: Spinal points shaded in blue are contribution points & only accessible through Recognition & Reward.

										Nat Ins (ERS) April 2022	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. @ 21.6% for USS from April 2022	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											
£70,918	52									£70,918	£8,531	£355						£15,318	£24,204	£95,122	
£68,857	51									£68,857	£8,246	£344						£14,873	£23,464	£92,321	
£66,857	50									£66,857	£7,970	£334						£14,441	£22,746	£89,603	
£64,914	49									£64,914	£7,702	£325						£14,021	£22,048	£86,962	
£63,029	48									£63,029	£7,442	£315						£13,614	£21,372	£84,401	
£61,198	47									£61,198	£7,190	£306						£13,219	£20,714	£81,912	
£59,421	46									£59,421	£6,944	£297						£12,835	£20,076	£79,497	
£57,696	45									£57,696	£6,706	£288						£12,462	£19,457	£77,153	
£56,021	44									£56,021	£6,475	£280						£12,101	£18,856	£74,877	
£54,395	43									£54,395	£6,251	£272						£11,749	£18,272	£72,667	
£52,815	42									£52,815	£6,033	£264						£11,408	£17,705	£70,520	
£51,283	41									£51,283	£5,821	£256						£11,077	£17,155	£68,438	
£49,794	40									£49,794	£5,616	£249						£10,756	£16,620	£66,414	
£48,350	39									£48,350	£5,417	£242						£10,444	£16,102	£64,452	
£46,974	38									£46,974	£5,227	£235						£10,146	£15,608	£62,582	
£45,585	37									£45,585	£5,035	£228						£9,846	£15,109	£60,694	
£44,263	36									£44,263	£4,852	£221						£9,561	£14,635	£58,898	
£42,978	35									£42,978	£4,675	£215						£9,283	£14,173	£57,151	
£41,732	34									£41,732	£4,503	£209						£9,014	£13,726	£55,458	
£40,521	33									£40,521	£4,336	£203						£8,753	£13,291	£53,812	
£39,347	32									£39,347	£4,174	£197						£8,499	£12,870	£52,217	
£38,205	31									£38,205	£4,016	£191						£8,252	£12,460	£50,665	
£37,099	30									£37,099	£3,864	£185						£8,013	£12,063	£49,162	
£36,024	29									£36,024	£3,716	£180						£7,781	£11,677	£47,701	
£34,980	28									£34,980	£3,571	£175						£7,556	£11,302	£46,282	
£33,966	27									£33,966	£3,432	£170						£7,337	£10,938	£44,904	
£32,982	26									£32,982	£3,296	£165						£7,124	£10,585	£43,567	
£32,332	25									£32,332	£3,206	£162	£3,233	£6,601	£38,933	£7,275	£10,643	£42,975	£6,984	£10,351	£42,683
£31,396	24									£31,396	£3,077	£157	£3,140	£6,374	£37,770	£7,064	£10,298	£41,694			
£30,487	23									£30,487	£2,951	£152	£3,049	£6,153	£36,640	£6,860	£9,964	£40,451			
£29,605	22									£29,605	£2,830	£148	£2,961	£5,939	£35,544	£6,661	£9,639	£39,244			
£28,759	21									£28,759	£2,713	£144	£2,876	£5,733	£34,492	£6,471	£9,328	£38,087			
£27,979	20									£27,979	£2,605	£140	£2,798	£5,543	£33,522	£6,295	£9,040	£37,019			
£27,181	19									£27,181	£2,495	£136	£2,718	£5,349	£32,530	£6,116	£8,747	£35,928			
£26,444	18									£26,444	£2,393	£132	£2,644	£5,170	£31,614	£5,950	£8,476	£34,920			
£25,742	17									£25,742	£2,297	£129	£2,574	£4,999	£30,741	£5,792	£8,217	£33,959			
£25,138	16									£25,138	£2,213	£126	£2,514	£4,853	£29,991	£5,656	£7,995	£33,133			
£24,533	15									£24,533	£2,130	£123	£2,453	£4,705	£29,238	£5,520	£7,772	£32,305			
£24,248	14									£24,248	£2,090	£121	£2,425	£4,637	£28,885	£5,456	£7,668	£31,916			
£23,700	13									£23,700	£2,015	£119	£2,370	£4,503	£28,203	£5,333	£7,466	£31,166			
£23,144	12									£23,144	£1,938	£116	£2,314	£4,368	£27,512	£5,207	£7,261	£30,405			
£22,681	11									£22,681	£1,874	£113	£2,268	£4,256	£26,937	£5,103	£7,091	£29,772			
£22,214	10									£22,214	£1,810	£111	£2,221	£4,142	£26,356	£4,998	£6,919	£29,133			
£21,900	9									£21,900	£1,766	£110	£2,190	£4,066	£25,966	£4,928	£6,804	£28,704			
Not in use	8									Not in use											
Not in use	7									Not in use											
Not in use	6									Not in use											
Not in use	5									Not in use											
Not in use	4									Not in use											
Not in use	3									Not in use											
Not in use	2									Not in use											
Not in use	1									Not in use											

The University of Glasgow is a Living Wage Employer, any increases in the living wage will be reflected in our salary scales