

Single Pay Spine for Academic and HE Support Staff August 2023 (updated January 2024 to incorporate USS Pension changes)

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

National Pay Spine	Spine Pt	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	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. @ 14.5% for USS from January 2024	Total Empl'rs costs USS	Gross USS
£70,918	52									£70,918	£8,531	£355							£10,283	£19,169	£90,087
£68,857	51									£68,857	£8,246	£344							£9,984	£18,575	£87,432
£66,857	50									£66,857	£7,970	£334							£9,694	£17,999	£84,856
£64,914	49									£64,914	£7,702	£325							£9,413	£17,439	£82,353
£63,029	48									£63,029	£7,442	£315							£9,139	£16,897	£79,926
£61,198	47									£61,198	£7,190	£306							£8,874	£16,369	£77,567
£59,421	46									£59,421	£6,944	£297							£8,616	£15,857	£75,278
£57,696	45									£57,696	£6,706	£288							£8,366	£15,361	£73,057
£56,021	44									£56,021	£6,475	£280							£8,123	£14,878	£70,899
£54,395	43									£54,395	£6,251	£272							£7,887	£14,410	£68,805
£52,815	42									£52,815	£6,033	£264							£7,658	£13,955	£66,770
£51,283	41									£51,283	£5,821	£256							£7,436	£13,514	£64,797
£49,794	40									£49,794	£5,616	£249							£7,220	£13,085	£62,879
£48,350	39									£48,350	£5,417	£242							£7,011	£12,669	£61,019
£46,974	38									£46,974	£5,227	£235							£6,811	£12,273	£59,247
£45,585	37									£45,585	£5,035	£228							£6,610	£11,873	£57,458
£44,263	36									£44,263	£4,852	£221							£6,418	£11,492	£55,755
£42,978	35									£42,978	£4,675	£215							£6,232	£11,122	£54,100
£41,732	34									£41,732	£4,503	£209							£6,051	£10,763	£52,495
£40,521	33									£40,521	£4,336	£203							£5,876	£10,414	£50,935
£39,347	32									£39,347	£4,174	£197							£5,705	£10,076	£49,423
£38,205	31									£38,205	£4,016	£191							£5,540	£9,747	£47,952
£37,099	30									£37,099	£3,864	£185							£5,379	£9,429	£46,528
£36,024	29									£36,024	£3,716	£180							£5,223	£9,119	£45,143
£34,980	28									£34,980	£3,571	£175							£5,072	£8,818	£43,798
£33,966	27									£33,966	£3,432	£170							£4,925	£8,526	£42,492
£32,982	26									£32,982	£3,296	£165							£4,782	£8,243	£41,225
£32,332	25									£32,332	£3,206	£162	£3,233	£6,601	£38,933	£7,275	£10,643	£42,975	£4,688	£8,056	£40,388
£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	7																				
Not in use	6																				
Not in use	5																				
Not in use	4																				
Not in use	3																				
Not in use	2																				
Not in use	1																				

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