

Single Pay Spine for Academic and HE Support Staff October 2019 (updated with living wage increase November 2018)

NOTE: Spinal points shaded in blue are contribution points & only accessible by application 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 2019	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
£64,605	52									£64,605	£7,724	£323							£13,632	£21,679	£86,284
£62,727	51									£62,727	£7,465	£314							£13,235	£21,014	£83,741
£60,905	50									£60,905	£7,214	£305							£12,851	£20,369	£81,274
£59,135	49									£59,135	£6,969	£296							£12,477	£19,743	£78,878
£57,418	48									£57,418	£6,732	£287							£12,115	£19,135	£76,553
£55,750	47									£55,750	£6,502	£279							£11,763	£18,544	£74,294
£54,131	46									£54,131	£6,279	£271							£11,422	£17,971	£72,102
£52,560	45									£52,560	£6,062	£263							£11,090	£17,415	£69,975
£51,034	44									£51,034	£5,851	£255							£10,768	£16,875	£67,909
£49,553	43									£49,553	£5,647	£248							£10,456	£16,351	£65,904
£48,114	42									£48,114	£5,449	£241							£10,152	£15,841	£63,955
£46,718	41									£46,718	£5,256	£234							£9,857	£15,347	£62,065
£45,361	40									£45,361	£5,069	£227							£9,571	£14,867	£60,228
£44,045	39									£44,045	£4,887	£220							£9,293	£14,401	£58,446
£42,792	38									£42,792	£4,714	£214							£9,029	£13,957	£56,749
£41,526	37									£41,526	£4,539	£208							£8,762	£13,509	£55,035
£40,322	36									£40,322	£4,373	£202							£8,508	£13,083	£53,405
£39,152	35									£39,152	£4,212	£196							£8,261	£12,669	£51,821
£38,017	34									£38,017	£4,055	£190							£8,022	£12,267	£50,284
£36,914	33									£36,914	£3,903	£185							£7,789	£11,876	£48,790
£35,845	32									£35,845	£3,755	£179							£7,563	£11,498	£47,343
£34,804	31									£34,804	£3,612	£174							£7,344	£11,129	£45,933
£33,797	30									£33,797	£3,473	£169							£7,131	£10,773	£44,570
£32,817	29									£32,817	£3,338	£164							£6,924	£10,426	£43,243
£31,866	28									£31,866	£3,206	£159							£6,724	£10,089	£41,955
£30,942	27									£30,942	£3,079	£155							£6,529	£9,762	£40,704
£30,046	26									£30,046	£2,955	£150							£6,340	£9,445	£39,491
£29,176	25									£29,176	£2,835	£146	£2,918	£5,899	£35,075	£6,565	£9,546	£38,722	£6,156	£9,137	£38,313
£28,331	24									£28,331	£2,718	£142	£2,833	£5,693	£34,024	£6,374	£9,234	£37,565			
£27,511	23									£27,511	£2,605	£138	£2,751	£5,494	£33,005	£6,190	£8,933	£36,444			
£26,715	22									£26,715	£2,495	£134	£2,672	£5,301	£32,016	£6,011	£8,640	£35,355			
£25,941	21									£25,941	£2,389	£130	£2,594	£5,112	£31,053	£5,837	£8,355	£34,296			
£25,217	20									£25,217	£2,289	£126	£2,522	£4,937	£30,154	£5,674	£8,089	£33,306			
£24,461	19									£24,461	£2,184	£122	£2,446	£4,753	£29,214	£5,504	£7,811	£32,272			
£23,754	18									£23,754	£2,087	£119	£2,375	£4,581	£28,335	£5,345	£7,551	£31,305			
£23,067	17									£23,067	£1,992	£115	£2,307	£4,414	£27,481	£5,190	£7,297	£30,364			
£22,417	16									£22,417	£1,902	£112	£2,242	£4,256	£26,673	£5,044	£7,058	£29,475			
£21,814	15									£21,814	£1,819	£109	£2,181	£4,109	£25,923	£4,908	£6,836	£28,650			
£21,236	14									£21,236	£1,739	£106	£2,124	£3,970	£25,206	£4,778	£6,624	£27,860			
£20,675	13									£20,675	£1,662	£103	£2,068	£3,833	£24,508	£4,652	£6,417	£27,092			
£20,130	12									£20,130	£1,587	£101	£2,013	£3,700	£23,830	£4,529	£6,216	£26,346			
£19,612	11									£19,612	£1,515	£98	£1,961	£3,574	£23,186	£4,413	£6,026	£25,638			
£19,133	10									£19,133	£1,449	£96	£1,913	£3,458	£22,591	£4,305	£5,850	£24,983			
£18,709	9									£18,709	£1,391	£94	£1,871	£3,355	£22,064	£4,210	£5,694	£24,403			
£18,342	8									£18,342	£1,340	£92	£1,834	£3,266	£21,608	£4,127	£5,559	£23,901			
£18,009	7									£18,009	£1,294	£90	£1,801	£3,185	£21,194	£4,052	£5,436	£23,445			
£17,682	6									£17,682	£1,249	£88	£1,768	£3,105	£20,787	£3,978	£5,315	£22,997			
£17,361	5									£17,361	£1,205	£87	£1,736	£3,027	£20,388	£3,906	£5,197	£22,558			
£17,046	4									£17,046	£1,161	£85	£1,705	£2,951	£19,997	£3,835	£5,081	£22,127			
£16,736	3*									£16,736	£1,118	£84	£1,674	£2,876	£19,612	£3,766	£4,968	£21,704			
£16,425	2*									£16,425	£1,075	£82	£1,643	£2,801	£19,226	£3,696	£4,854	£21,279			
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 £16,425 p/a or £9.00 p/h. \*Point 2 & 3 have been uplifted to account for the real living wage.