

Single Pay Spine for Academic and HE Support Staff August 2022

| NOTE: Spinal points shaded in blue are contribution points & only accessible by application 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 |                          |                     |                       |                          |            |                |                          |            |  |                         |           |
| £67,541   | 52       |            |         |         |         |         |         |         |         | £67,541 | £8,795                   | £338                |                       |                          |            |                |                          | £14,589    | £23,722                                | £91,263                 |           |
| £65,578   | 51       |            |         |         |         |         |         |         |         | £65,578 | £8,500                   | £328                |                       |                          |            |                |                          | £14,165    | £22,993                                | £88,571                 |           |
| £63,673   | 50       |            |         |         |         |         |         |         |         | £63,673 | £8,213                   | £318                |                       |                          |            |                |                          | £13,753    | £22,285                                | £85,958                 |           |
| £61,823   | 49       |            |         |         |         |         |         |         |         | £61,823 | £7,935                   | £309                |                       |                          |            |                |                          | £13,354    | £21,598                                | £83,421                 |           |
| £60,027   | 48       |            |         |         |         |         |         |         |         | £60,027 | £7,665                   | £300                |                       |                          |            |                |                          | £12,966    | £20,930                                | £80,957                 |           |
| £58,284   | 47       |            |         |         |         |         |         |         |         | £58,284 | £7,402                   | £291                |                       |                          |            |                |                          | £12,589    | £20,283                                | £78,567                 |           |
| £56,592   | 46       |            |         |         |         |         |         |         |         | £56,592 | £7,148                   | £283                |                       |                          |            |                |                          | £12,224    | £19,654                                | £76,246                 |           |
| £54,949   | 45       |            |         |         |         |         |         |         |         | £54,949 | £6,900                   | £275                |                       |                          |            |                |                          | £11,869    | £19,044                                | £73,993                 |           |
| £53,353   | 44       |            |         |         |         |         |         |         |         | £53,353 | £6,660                   | £267                |                       |                          |            |                |                          | £11,524    | £18,451                                | £71,804                 |           |
| £51,805   | 43       |            |         |         |         |         |         |         |         | £51,805 | £6,427                   | £259                |                       |                          |            |                |                          | £11,190    | £17,876                                | £69,681                 |           |
| £50,300   | 42       |            |         |         |         |         |         |         |         | £50,300 | £6,201                   | £252                |                       |                          |            |                |                          | £10,865    | £17,317                                | £67,617                 |           |
| £48,841   | 41       |            |         |         |         |         |         |         |         | £48,841 | £5,981                   | £244                |                       |                          |            |                |                          | £10,550    | £16,775                                | £65,616                 |           |
| £47,423   | 40       |            |         |         |         |         |         |         |         | £47,423 | £5,768                   | £237                |                       |                          |            |                |                          | £10,243    | £16,248                                | £63,671                 |           |
| £46,047   | 39       |            |         |         |         |         |         |         |         | £46,047 | £5,561                   | £230                |                       |                          |            |                |                          | £9,946     | £15,737                                | £61,784                 |           |
| £44,737   | 38       |            |         |         |         |         |         |         |         | £44,737 | £5,363                   | £224                |                       |                          |            |                |                          | £9,663     | £15,250                                | £59,987                 |           |
| £43,414   | 37       |            |         |         |         |         |         |         |         | £43,414 | £5,164                   | £217                |                       |                          |            |                |                          | £9,377     | £14,759                                | £58,173                 |           |
| £42,155   | 36       |            |         |         |         |         |         |         |         | £42,155 | £4,975                   | £211                |                       |                          |            |                |                          | £9,105     | £14,291                                | £56,446                 |           |
| £40,931   | 35       |            |         |         |         |         |         |         |         | £40,931 | £4,791                   | £205                |                       |                          |            |                |                          | £8,841     | £13,836                                | £54,767                 |           |
| £39,745   | 34       |            |         |         |         |         |         |         |         | £39,745 | £4,612                   | £199                |                       |                          |            |                |                          | £8,585     | £13,396                                | £53,141                 |           |
| £38,592   | 33       |            |         |         |         |         |         |         |         | £38,592 | £4,439                   | £193                |                       |                          |            |                |                          | £8,336     | £12,967                                | £51,559                 |           |
| £37,474   | 32       |            |         |         |         |         |         |         |         | £37,474 | £4,270                   | £187                |                       |                          |            |                |                          | £8,094     | £12,552                                | £50,026                 |           |
| £36,386   | 31       |            |         |         |         |         |         |         |         | £36,386 | £4,107                   | £182                |                       |                          |            |                |                          | £7,859     | £12,148                                | £48,534                 |           |
| £35,333   | 30       |            |         |         |         |         |         |         |         | £35,333 | £3,948                   | £177                |                       |                          |            |                |                          | £7,632     | £11,757                                | £47,090                 |           |
| £34,308   | 29       |            |         |         |         |         |         |         |         | £34,308 | £3,794                   | £172                |                       |                          |            |                |                          | £7,411     | £11,376                                | £45,684                 |           |
| £33,314   | 28       |            |         |         |         |         |         |         |         | £33,314 | £3,644                   | £167                |                       |                          |            |                |                          | £7,196     | £11,007                                | £44,321                 |           |
| £32,348   | 27       |            |         |         |         |         |         |         |         | £32,348 | £3,499                   | £162                |                       |                          |            |                |                          | £6,987     | £10,648                                | £42,996                 |           |
| £31,411   | 26       |            |         |         |         |         |         |         |         | £31,411 | £3,358                   | £157                |                       |                          |            |                |                          | £6,785     | £10,300                                | £41,711                 |           |
| £30,502   | 25       |            |         |         |         |         |         |         |         | £30,502 | £3,221                   | £153                | £3,050                | £6,424                   | £36,926    | £6,863         | £10,237                  | £40,739    | £6,588                                 | £9,962                  | £40,464   |
| £29,619   | 24       |            |         |         |         |         |         |         |         | £29,619 | £3,088                   | £148                | £2,962                | £6,198                   | £35,817    | £6,664         | £9,900                   | £39,519    |  |                         |           |
| £28,762   | 23       |            |         |         |         |         |         |         |         | £28,762 | £2,959                   | £144                | £2,876                | £5,979                   | £34,741    | £6,471         | £9,574                   | £38,336    |  |                         |           |
| £27,929   | 22       |            |         |         |         |         |         |         |         | £27,929 | £2,834                   | £140                | £2,793                | £5,766                   | £33,695    | £6,284         | £9,257                   | £37,186    |  |                         |           |
| £27,131   | 21       |            |         |         |         |         |         |         |         | £27,131 | £2,714                   | £136                | £2,713                | £5,562                   | £32,693    | £6,104         | £8,953                   | £36,084    |  |                         |           |
| £26,396   | 20       |            |         |         |         |         |         |         |         | £26,396 | £2,603                   | £132                | £2,640                | £5,375                   | £31,771    | £5,939         | £8,674                   | £35,070    |  |                         |           |
| £25,642   | 19       |            |         |         |         |         |         |         |         | £25,642 | £2,490                   | £128                | £2,564                | £5,182                   | £30,824    | £5,769         | £8,387                   | £34,029    |  |                         |           |
| £24,948   | 18       |            |         |         |         |         |         |         |         | £24,948 | £2,385                   | £125                | £2,495                | £5,005                   | £29,953    | £5,613         | £8,123                   | £33,071    |  |                         |           |
| £24,285   | 17       |            |         |         |         |         |         |         |         | £24,285 | £2,285                   | £121                | £2,429                | £4,836                   | £29,121    | £5,464         | £7,871                   | £32,156    |  |                         |           |
| £23,715   | 16       |            |         |         |         |         |         |         |         | £23,715 | £2,200                   | £119                | £2,372                | £4,690                   | £28,405    | £5,336         | £7,654                   | £31,369    |  |                         |           |
| £23,144   | 15       |            |         |         |         |         |         |         |         | £23,144 | £2,114                   | £116                | £2,314                | £4,543                   | £27,687    | £5,207         | £7,436                   | £30,580    |  |                         |           |
| £22,662   | 14       |            |         |         |         |         |         |         |         | £22,662 | £2,041                   | £113                | £2,266                | £4,420                   | £27,082    | £5,099         | £7,253                   | £29,915    |  |                         |           |
| £22,149   | 13       |            |         |         |         |         |         |         |         | £22,149 | £1,964                   | £111                | £2,215                | £4,290                   | £26,439    | £4,984         | £7,059                   | £29,208    |  |                         |           |
| £21,630   | 12       |            |         |         |         |         |         |         |         | £21,630 | £1,886                   | £108                | £2,163                | £4,157                   | £25,787    | £4,867         | £6,861                   | £28,491    |  |                         |           |
| £21,197   | 11       |            |         |         |         |         |         |         |         | £21,197 | £1,821                   | £106                | £2,120                | £4,047                   | £25,244    | £4,769         | £6,696                   | £27,893    |  |                         |           |
| £20,761   | 10       |            |         |         |         |         |         |         |         | £20,761 | £1,755                   | £104                | £2,076                | £3,935                   | £24,696    | £4,671         | £6,530                   | £27,291    |  |                         |           |
| £20,400   | 9        |            |         |         |         |         |         |         |         | £20,400 | £1,701                   | £102                | £2,040                | £3,843                   | £24,243    | £4,590         | £6,393                   | £26,793    |  |                         |           |
| £20,134   | 8        |            |         |         |         |         |         |         |         | £20,134 | £1,661                   | £101                | £2,013                | £3,774                   | £23,908    | £4,530         | £6,291                   | £26,425    |  |                         |           |
| £19,863   | 7        |            |         |         |         |         |         |         |         | £19,863 | £1,620                   | £99                 | £1,986                | £3,705                   | £23,568    | £4,469         | £6,188                   | £26,051    |  |                         |           |
| £19,578   | 6        |            |         |         |         |         |         |         |         | £19,578 | £1,577                   | £98                 | £1,958                | £3,633                   | £23,211    | £4,405         | £6,080                   | £25,658    |  |                         |           |
| £19,333   | 5        |            |         |         |         |         |         |         |         | £19,333 | £1,540                   | £97                 | £1,933                | £3,570                   | £22,903    | £4,350         | £5,987                   | £25,320    |  |                         |           |
| £19,092   | 4        |            |         |         |         |         |         |         |         | £19,092 | £1,504                   | £95                 | £1,909                | £3,508                   | £22,600    | £4,296         | £5,895                   | £24,987    |  |                         |           |
| £18,898   | 3        |            |         |         |         |         |         |         |         | £18,898 | £1,475                   | £94                 | £1,890                | £3,459                   | £22,357    | £4,252         | £5,821                   | £24,719    |  |                         |           |
| Not in use  | 2        | Not in use |         |         |         |         |         |         |         |         | £0                       | £0                  | £0                    | £0                       | £0         | £0             | £0                       | £0         |  |                         |           |
| Not in use  | 1        | Not in use |         |         |         |         |         |         |         |         | £0                       | £0                  | £0                    | £0                       | £0         | £0             | £0                       | £0         |  |                         |           |

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