

Single Pay Spine for Academic and HE Support Staff February 2023

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. @ 21.6% for USS from April 2022	Total Empl'rs costs USS	Gross USS
£68,912	52									£68,912	£8,254	£345							£14,885	£23,484	£92,396
£66,890	51									£66,890	£7,975	£334							£14,448	£22,758	£89,648
£64,946	50									£64,946	£7,707	£325							£14,028	£22,060	£87,006
£63,059	49									£63,059	£7,446	£315							£13,621	£21,382	£84,441
£61,228	48									£61,228	£7,194	£306							£13,225	£20,725	£81,953
£59,450	47									£59,450	£6,948	£297							£12,841	£20,087	£79,537
£57,723	46									£57,723	£6,710	£289							£12,468	£19,467	£77,190
£56,048	45									£56,048	£6,479	£280							£12,106	£18,865	£74,913
£54,421	44									£54,421	£6,254	£272							£11,755	£18,281	£72,702
£52,841	43									£52,841	£6,036	£264							£11,414	£17,714	£70,555
£51,306	42									£51,306	£5,824	£257							£11,082	£17,163	£68,469
£49,841	41									£49,841	£5,622	£249							£10,766	£16,637	£66,478
£48,423	40									£48,423	£5,427	£242							£10,459	£16,128	£64,551
£47,047	39									£47,047	£5,237	£235							£10,162	£15,634	£62,681
£45,737	38									£45,737	£5,056	£229							£9,879	£15,164	£60,901
£44,414	37									£44,414	£4,873	£222							£9,593	£14,689	£59,103
£43,155	36									£43,155	£4,700	£216							£9,321	£14,237	£57,392
£41,931	35									£41,931	£4,531	£210							£9,057	£13,797	£55,728
£40,745	34									£40,745	£4,367	£204							£8,801	£13,372	£54,117
£39,592	33									£39,592	£4,208	£198							£8,552	£12,958	£52,550
£38,474	32									£38,474	£4,054	£192							£8,310	£12,556	£51,030
£37,386	31									£37,386	£3,903	£187							£8,075	£12,166	£49,552
£36,333	30									£36,333	£3,758	£182							£7,848	£11,788	£48,121
£35,308	29									£35,308	£3,617	£177							£7,627	£11,420	£46,728
£34,314	28									£34,314	£3,480	£172							£7,412	£11,063	£45,377
£33,348	27									£33,348	£3,346	£167							£7,203	£10,716	£44,064
£32,411	26									£32,411	£3,217	£162							£7,001	£10,380	£42,791
£31,502	25									£31,502	£3,091	£158	£3,150	£6,399	£37,901	£7,088	£10,337	£41,839	£6,804	£10,053	£41,555
£30,619	24									£30,619	£2,970	£153	£3,062	£6,185	£36,804	£6,889	£10,012	£40,631			
£29,762	23									£29,762	£2,851	£149	£2,976	£5,976	£35,738	£6,696	£9,696	£39,458			
£28,929	22									£28,929	£2,736	£145	£2,893	£5,774	£34,703	£6,509	£9,390	£38,319			
£28,131	21									£28,131	£2,626	£141	£2,813	£5,580	£33,711	£6,329	£9,096	£37,227			
£27,396	20									£27,396	£2,525	£137	£2,740	£5,402	£32,798	£6,164	£8,826	£36,222			
£26,642	19									£26,642	£2,421	£133	£2,664	£5,218	£31,860	£5,994	£8,548	£35,190			
£25,948	18									£25,948	£2,325	£130	£2,595	£5,050	£30,998	£5,838	£8,293	£34,241			
£25,285	17									£25,285	£2,234	£126	£2,529	£4,889	£30,174	£5,689	£8,049	£33,334			
£24,715	16									£24,715	£2,155	£124	£2,472	£4,750	£29,465	£5,561	£7,839	£32,554			
£24,144	15									£24,144	£2,076	£121	£2,414	£4,611	£28,755	£5,432	£7,629	£31,773			
£23,662	14									£23,662	£2,010	£118	£2,366	£4,494	£28,156	£5,324	£7,452	£31,114			
£23,149	13									£23,149	£1,939	£116	£2,315	£4,370	£27,519	£5,209	£7,264	£30,413			
£22,630	12									£22,630	£1,867	£113	£2,263	£4,243	£26,873	£5,092	£7,072	£29,702			
£22,197	11									£22,197	£1,807	£111	£2,220	£4,138	£26,335	£4,994	£6,912	£29,109			
£21,761	10									£21,761	£1,747	£109	£2,176	£4,032	£25,793	£4,896	£6,752	£28,513			
£21,400	9									£21,400	£1,697	£107	£2,140	£3,944	£25,344	£4,815	£6,619	£28,019			
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