

Single Pay Spine for Academic and HE Support Staff August 2021 (updated with living wage increase November 2021)

NOTE: Spinal points shaded in blue are contribution points & only accessible by application through Recognition & Reward.											Nat Ins (ERS) April 2021	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
National Pay Spine	Spine Pt	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9											
£65,574	52									£65,574	£7,829	£328							£13,836	£21,993	£87,567
£63,668	51									£63,668	£7,566	£318							£13,434	£21,318	£84,986
£61,818	50									£61,818	£7,310	£309							£13,044	£20,663	£82,481
£60,022	49									£60,022	£7,063	£300							£12,665	£20,027	£80,049
£58,279	48									£58,279	£6,822	£291							£12,297	£19,410	£77,689
£56,587	47								£56,587	£56,587	£6,589	£283							£11,940	£18,811	£75,398
£54,943	46								£54,943	£54,943	£6,362	£275							£11,593	£18,229	£73,172
£53,348	45								£53,348	£53,348	£6,142	£267							£11,256	£17,665	£71,013
£51,799	44								£51,799		£5,928	£259							£10,930	£17,116	£68,915
£50,296	43								£50,296		£5,720	£251							£10,612	£16,584	£66,880
£48,835	42								£48,835		£5,519	£244							£10,304	£16,067	£64,902
£47,419	41								£47,419		£5,323	£237							£10,005	£15,566	£62,985
£46,042	40								£46,042		£5,133	£230							£9,715	£15,078	£61,120
£44,706	39								£44,706	£44,706	£4,949	£224							£9,433	£14,605	£59,311
£43,434	38								£43,434		£4,773	£217							£9,165	£14,155	£57,589
£42,149	37								£42,149		£4,596	£211							£8,893	£13,700	£55,849
£40,927	36								£40,927		£4,427	£205							£8,636	£13,268	£54,195
£39,739	35								£39,739		£4,264	£199							£8,385	£12,847	£52,586
£38,587	34								£38,587		£4,105	£193							£8,142	£12,439	£51,026
£37,467	33								£37,467		£3,950	£187							£7,906	£12,043	£49,510
£36,382	32								£36,382	£36,382	£3,800	£182							£7,677	£11,659	£48,041
£35,326	31								£35,326		£3,655	£177							£7,454	£11,285	£46,611
£34,304	30								£34,304		£3,513	£172							£7,238	£10,923	£45,227
£33,309	29								£33,309		£3,376	£167							£7,028	£10,571	£43,880
£32,344	28								£32,344		£3,243	£162							£6,825	£10,229	£42,573
£31,406	27								£31,406		£3,114	£157							£6,627	£9,897	£41,303
£30,497	26								£30,497		£2,988	£152							£6,435	£9,575	£40,072
£29,614	25								£29,614	£29,614	£2,866	£148	£2,961	£5,975	£35,589	£6,663	£9,677	£39,291	£6,249	£9,263	£38,877
£28,756	24								£28,756		£2,748	£144	£2,876	£5,768	£34,524	£6,470	£9,362	£38,118			
£27,924	23								£27,924		£2,633	£140	£2,792	£5,565	£33,489	£6,283	£9,056	£36,980			
£27,116	22								£27,116		£2,522	£136	£2,712	£5,369	£32,485	£6,101	£8,758	£35,874			
£26,341	21								£26,341		£2,415	£132	£2,634	£5,180	£31,521	£5,927	£8,473	£34,814			
£25,627	20								£25,627		£2,316	£128	£2,563	£5,007	£30,634	£5,766	£8,210	£33,837			
£24,871	19								£24,871		£2,212	£124	£2,487	£4,823	£29,694	£5,596	£7,932	£32,803			
£24,174	18								£24,174	£24,174	£2,116	£121	£2,417	£4,653	£28,827	£5,439	£7,675	£31,849			
£23,487	17								£23,487	£23,487	£2,021	£117	£2,349	£4,487	£27,974	£5,285	£7,423	£30,910			
£22,847	16								£22,847	£22,847	£1,932	£114	£2,285	£4,332	£27,179	£5,141	£7,188	£30,035			
£22,254	15								£22,254		£1,851	£111	£2,225	£4,187	£26,441	£5,007	£6,969	£29,223			
£21,686	14								£21,686		£1,772	£108	£2,169	£4,050	£25,736	£4,879	£6,760	£28,446			
£21,135	13								£21,135		£1,696	£106	£2,114	£3,916	£25,051	£4,755	£6,557	£27,692			
£20,600	12								£20,600	£20,600	£1,622	£103	£2,060	£3,785	£24,385	£4,635	£6,360	£26,960			
£20,092	11								£20,092	£20,092	£1,552	£100	£2,009	£3,662	£23,754	£4,521	£6,174	£26,266			
£19,623	10								£19,623		£1,488	£98	£1,962	£3,548	£23,171	£4,415	£6,001	£25,624			
£19,209	9								£19,209		£1,430	£96	£1,921	£3,447	£22,656	£4,322	£5,848	£25,057			
£18,852	8								£18,852		£1,381	£94	£1,885	£3,360	£22,212	£4,242	£5,717	£24,569			
£18,529	7								£18,529		£1,337	£93	£1,853	£3,282	£21,811	£4,169	£5,598	£24,127			
£18,212	6								£18,212		£1,293	£91	£1,821	£3,205	£21,417	£4,098	£5,482	£23,694			
£18,068	5								£18,068		£1,273	£90	£1,807	£3,170	£21,238	£4,065	£5,428	£23,496			
£18,068	4								£18,068		£1,273	£90	£1,807	£3,170	£21,238	£4,065	£5,428	£23,496			
£18,068	3*								£18,068		£1,273	£90	£1,807	£3,170	£21,238	£4,065	£5,428	£23,496			
£18,068	2*								£18,068		£1,273	£90	£1,807	£3,170	£21,238	£4,065	£5,428	£23,496			
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 £18,068 p/a or £9.90p/h. \* Points 2 - 5 have been uplifted to account for the living wage increase in November 2021.