

Single Pay Spine for Academic and HE Support Staff August 2021 (updated with living wage increase November 2020)

| 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 | £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 | £18,212 | | | | | | | £1,293 | £91 | £1,821 | £3,205 | £21,417 | £4,098 | £5,482 | £23,694 | | | |
| £17,901 | 5 | | £17,901 | | | | | | | | £1,250 | £90 | £1,790 | £3,129 | £21,030 | £4,028 | £5,367 | £23,268 | | | |
| £17,596 | 4 | | £17,596 | | | | | | | | £1,208 | £88 | £1,760 | £3,056 | £20,652 | £3,959 | £5,255 | £22,851 | | | |
| £17,388 | 3* | £17,388 | £17,388 | | | | | | | | £1,179 | £87 | £1,739 | £3,005 | £20,393 | £3,912 | £5,178 | £22,566 | | | |
| £17,388 | 2* | £17,388 | | | | | | | | | £1,179 | £87 | £1,739 | £3,005 | £20,393 | £3,912 | £5,178 | £22,566 | | | |
| 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 £17,338 p/a or £9.50p/h. * Points 2 & 3 have been uplifted to account for the living wage increase and will be reviewed in November 2021.