

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

NOTE: Spinal points shaded in blue are contribution points & only accessible by application through Recognition & Reward.

											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. @ 19.5% for USS April 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											
£64,605	52									£64,605	£7,724	£323						£12,598	£20,645	£85,250	
£62,727	51									£62,727	£7,465	£314						£12,232	£20,011	£82,738	
£60,905	50									£60,905	£7,214	£305						£11,876	£19,395	£80,300	
£59,135	49									£59,135	£6,969	£296						£11,531	£18,796	£77,931	
£57,418	48									£57,418	£6,732	£287						£11,197	£18,216	£75,634	
£55,750	47									£55,750	£6,502	£279						£10,871	£17,652	£73,402	
£54,131	46									£54,131	£6,279	£271						£10,556	£17,105	£71,236	
£52,560	45									£52,560	£6,062	£263						£10,249	£16,574	£69,134	
£51,034	44									£51,034	£5,851	£255						£9,952	£16,058	£67,092	
£49,553	43									£49,553	£5,647	£248						£9,663	£15,558	£65,111	
£48,114	42									£48,114	£5,449	£241						£9,382	£15,071	£63,185	
£46,718	41									£46,718	£5,256	£234						£9,110	£14,599	£61,317	
£45,361	40									£45,361	£5,069	£227						£8,845	£14,141	£59,502	
£44,045	39									£44,045	£4,887	£220						£8,589	£13,696	£57,741	
£42,792	38									£42,792	£4,714	£214						£8,344	£13,272	£56,064	
£41,526	37									£41,526	£4,539	£208						£8,098	£12,845	£54,371	
£40,322	36									£40,322	£4,373	£202						£7,863	£12,438	£52,760	
£39,152	35									£39,152	£4,212	£196						£7,635	£12,042	£51,194	
£38,017	34									£38,017	£4,055	£190						£7,413	£11,659	£49,676	
£36,914	33									£36,914	£3,903	£185						£7,198	£11,286	£48,200	
£35,845	32									£35,845	£3,755	£179						£6,990	£10,924	£46,769	
£34,804	31									£34,804	£3,612	£174						£6,787	£10,573	£45,377	
£33,797	30									£33,797	£3,473	£169						£6,590	£10,232	£44,029	
£32,817	29									£32,817	£3,338	£164						£6,399	£9,901	£42,718	
£31,866	28									£31,866	£3,206	£159						£6,214	£9,579	£41,445	
£30,942	27									£30,942	£3,079	£155						£6,034	£9,267	£40,209	
£30,046	26									£30,046	£2,955	£150						£5,859	£8,964	£39,010	
£29,176	25									£29,176	£2,835	£146						£5,689	£8,670	£37,846	
£28,331	24									£28,331	£2,718	£142						£5,522	£8,384	£36,684	
£27,511	23									£27,511	£2,605	£138						£5,360	£8,100	£35,530	
£26,715	22									£26,715	£2,495	£134						£5,201	£7,825	£34,385	
£25,941	21									£25,941	£2,389	£130						£5,046	£7,558	£33,240	
£25,217	20									£25,217	£2,289	£126						£4,894	£7,297	£32,095	
£24,461	19									£24,461	£2,184	£122						£4,745	£7,041	£30,950	
£23,754	18									£23,754	£2,087	£119						£4,598	£6,789	£29,803	
£23,067	17									£23,067	£1,992	£115						£4,454	£6,540	£28,657	
£22,417	16									£22,417	£1,902	£112						£4,312	£6,294	£27,511	
£21,814	15									£21,814	£1,819	£109						£4,172	£6,051	£26,365	
£21,236	14									£21,236	£1,739	£106						£4,034	£5,811	£25,219	
£20,675	13									£20,675	£1,662	£103						£3,898	£5,575	£24,073	
£20,130	12									£20,130	£1,587	£101						£3,764	£5,342	£22,927	
£19,612	11									£19,612	£1,515	£98						£3,632	£5,112	£21,781	
£19,133	10									£19,133	£1,449	£96						£3,502	£4,885	£20,635	
£18,709	9									£18,709	£1,391	£94						£3,375	£4,662	£19,489	
£18,342	8									£18,342	£1,340	£92						£3,251	£4,443	£18,343	
£18,009	7									£18,009	£1,294	£90						£3,129	£4,227	£17,197	
£17,682	6									£17,682	£1,249	£88						£3,009	£4,016	£16,052	
£17,361	5									£17,361	£1,205	£87						£2,891	£3,808	£14,906	
£17,046	4									£17,046	£1,161	£85						£2,775	£3,601	£13,757	
£16,736	3*									£16,736	£1,118	£84						£2,660	£3,400	£12,607	
£16,425	2*									£16,425	£1,075	£82						£2,546	£3,203	£11,458	
Not in use	1									Not in use	£0	£0						£2,433	£3,010	£10,303	

>>> 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.