

**UNIVERSITY OF ST ANDREWS**

**NEW PAY AND GRADING STRUCTURE**

**Grade 9 - Band A/B/C**

| <b>PT</b> | <b>Aug-23</b> | <b>Grade</b>   | <b>USS</b> | <b>NI</b> | <b>Total</b>  | <b>Hourly Rate</b> |
|-----------|---------------|----------------|------------|-----------|---------------|--------------------|
| 18        | 154143        |                | 33295      | 20017     | <b>207455</b> | 81.77              |
| 17        | 151120        |                | 32642      | 19599     | <b>203362</b> | 80.17              |
| 16        | 148158        |                | 32002      | 19191     | <b>199351</b> | 78.60              |
| 15        | 145253        |                | 31375      | 18790     | <b>195417</b> | 77.06              |
| 14        | 142404        |                | 30759      | 18397     | <b>191560</b> | 75.55              |
| 13        | 139612        |                | 30156      | 18011     | <b>187780</b> | 74.06              |
| 12        | 136875        |                | 29565      | 17633     | <b>184073</b> | 72.61              |
| 11        | 134190        | <b>Grade 9</b> | 28985      | 17263     | <b>180438</b> | 71.19              |
| 10        | 131559        | <b>Band C</b>  | 28417      | 16900     | <b>176875</b> | 69.79              |
| 9         | 128980        |                | 27860      | 16544     | <b>173384</b> | 68.42              |
| 8         | 126452        |                | 27314      | 16195     | <b>169960</b> | 67.08              |
| 7         | 123971        |                | 26778      | 15853     | <b>166601</b> | 65.77              |
| 6         | 121542        |                | 26253      | 15518     | <b>163312</b> | 64.48              |
| 5         | 119156        |                | 25738      | 15188     | <b>160082</b> | 63.21              |
| 4         | 116821        |                | 25233      | 14866     | <b>156920</b> | 61.97              |
| 3         | 114531        |                | 24739      | 14550     | <b>153820</b> | 60.76              |
| 2         | 112285        |                | 24254      | 14240     | <b>150779</b> | 59.57              |
| 1         | 110083        |                | 23778      | 13936     | <b>147797</b> | 58.40              |
| 10        | 107925        |                | 23312      | 13638     | <b>144876</b> | 57.25              |
| 9         | 105809        |                | 22855      | 13346     | <b>142009</b> | 56.13              |
| 8         | 103735        |                | 22407      | 13060     | <b>139202</b> | 55.03              |
| 7         | 101699        |                | 21967      | 12779     | <b>136445</b> | 53.95              |
| 6         | 99705         | <b>Grade 9</b> | 21536      | 12504     | <b>133745</b> | 52.89              |
| 5         | 97752         | <b>Band B</b>  | 21114      | 12235     | <b>131101</b> | 51.86              |
| 4         | 95835         |                | 20700      | 11970     | <b>128505</b> | 50.84              |
| 3         | 93955         |                | 20294      | 11711     | <b>125960</b> | 49.84              |
| 2         | 92113         |                | 19896      | 11456     | <b>123466</b> | 48.87              |
| 1         | 90306         |                | 19506      | 11207     | <b>121019</b> | 47.91              |
| 10        | 88535         |                | 19124      | 10963     | <b>118621</b> | 46.97              |
| 9         | 86799         |                | 18749      | 10723     | <b>116271</b> | 46.05              |
| 8         | 85098         |                | 18381      | 10488     | <b>113968</b> | 45.14              |
| 7         | 83430         |                | 18021      | 10258     | <b>111709</b> | 44.26              |
| 6         | 81794         | <b>Grade 9</b> | 17667      | 10032     | <b>109494</b> | 43.39              |
| 5         | 80190         | <b>Band A</b>  | 17321      | 9811      | <b>107321</b> | 42.54              |
| 4         | 78617         |                | 16981      | 9594      | <b>105192</b> | 41.71              |
| 3         | 77074         |                | 16648      | 9381      | <b>103103</b> | 40.89              |
| 2         | 75564         |                | 16322      | 9173      | <b>101059</b> | 40.09              |
| 1         | 74082         |                | 16002      | 8968      | <b>99051</b>  | 39.30              |

Please note that incremental/grade progression is via the Professorial or Professional Salary Review process. All points are subject to the annual cost of living increase.