

UNIVERSITY OF ST ANDREWS

NEW PAY AND GRADING STRUCTURE

| Total        | S&LAS | NI   | Grades | Pt | Aug-23 | Grades | USS   | NI   | Total        | Hourly Rate |
|--------------|-------|------|--------|----|--------|--------|-------|------|--------------|-------------|
|              |       |      |        | 52 | 70880  |        | 15310 | 8526 | <b>94716</b> | 37.60       |
|              |       |      |        | 51 | 68857  | 9      | 14873 | 8247 | <b>91977</b> | 36.53       |
|              |       |      |        | 50 | 66857  |        | 14441 | 7971 | <b>89269</b> | 35.47       |
|              |       |      |        | 49 | 64914  |        | 14021 | 7703 | <b>86638</b> | 34.44       |
|              |       |      |        | 48 | 63029  | 8      | 13614 | 7443 | <b>84086</b> | 33.44       |
|              |       |      |        | 47 | 61198  |        | 13219 | 7190 | <b>81607</b> | 32.47       |
|              |       |      |        | 46 | 59421  |        | 12835 | 6945 | <b>79201</b> | 31.52       |
|              |       |      |        | 45 | 57696  |        | 12462 | 6707 | <b>76865</b> | 30.61       |
|              |       |      |        | 44 | 56021  |        | 12101 | 6476 | <b>74597</b> | 29.72       |
|              |       |      |        | 43 | 54395  |        | 11749 | 6251 | <b>72396</b> | 28.86       |
|              |       |      |        | 42 | 52815  | 7      | 11408 | 6033 | <b>70256</b> | 28.02       |
|              |       |      |        | 41 | 51283  |        | 11077 | 5822 | <b>68182</b> | 27.21       |
|              |       |      |        | 40 | 49794  |        | 10756 | 5616 | <b>66166</b> | 26.42       |
|              |       |      |        | 39 | 48350  |        | 10444 | 5417 | <b>64211</b> | 25.65       |
|              |       |      |        | 38 | 46974  |        | 10146 | 5227 | <b>62348</b> | 24.92       |
|              |       |      |        | 37 | 45585  |        | 9846  | 5035 | <b>60467</b> | 24.18       |
|              |       |      |        | 36 | 44263  |        | 9561  | 4853 | <b>58677</b> | 23.48       |
|              |       |      |        | 35 | 42978  |        | 9283  | 4676 | <b>56937</b> | 22.80       |
|              |       |      |        | 34 | 41732  | 6      | 9014  | 4504 | <b>55250</b> | 22.14       |
|              |       |      |        | 33 | 40521  |        | 8753  | 4337 | <b>53610</b> | 21.50       |
|              |       |      |        | 32 | 39347  |        | 8499  | 4175 | <b>52021</b> | 20.87       |
| <b>49072</b> | 6850  | 4017 |        | 31 | 38205  |        | 8252  | 4017 | <b>50474</b> | 20.27       |
| <b>47615</b> | 6652  | 3864 |        | 30 | 37099  |        | 8013  | 3864 | <b>48977</b> | 19.68       |
| <b>46199</b> | 6459  | 3716 |        | 29 | 36024  |        |       |      |              | 19.11       |
| <b>44824</b> | 6272  | 3572 | 5      | 28 | 34980  |        |       |      |              | 18.56       |
| <b>43488</b> | 6090  | 3432 |        | 27 | 33966  |        |       |      |              | 18.02       |
| <b>42192</b> | 5914  | 3296 |        | 26 | 32982  |        |       |      |              | 17.50       |
| <b>41336</b> | 5797  | 3207 |        | 25 | 32332  |        |       |      |              | 17.15       |
| <b>40103</b> | 5629  | 3077 |        | 24 | 31396  |        |       |      |              | 16.66       |
| <b>38905</b> | 5466  | 2952 |        | 23 | 30487  |        |       |      |              | 16.17       |
| <b>37743</b> | 5308  | 2830 |        | 22 | 29605  |        |       |      |              | 15.71       |
| <b>36629</b> | 5156  | 2713 |        | 21 | 28759  |        |       |      |              | 15.26       |
| <b>35601</b> | 5017  | 2606 | 4      | 20 | 27979  |        |       |      |              | 14.84       |
| <b>34550</b> | 4874  | 2496 |        | 19 | 27181  |        |       |      |              | 14.42       |
| <b>33579</b> | 4741  | 2394 |        | 18 | 26444  |        |       |      |              | 14.03       |
| <b>32655</b> | 4616  | 2297 |        | 17 | 25742  |        |       |      |              | 13.66       |
| <b>31859</b> | 4507  | 2214 |        | 16 | 25138  |        |       |      |              | 13.34       |
| <b>31062</b> | 4399  | 2130 |        | 15 | 24533  |        |       |      |              | 13.01       |
| <b>30687</b> | 4348  | 2091 |        | 14 | 24248  |        |       |      |              | 12.86       |
| <b>29965</b> | 4249  | 2015 | 3      | 13 | 23700  |        |       |      |              | 12.57       |
| <b>29232</b> | 4150  | 1939 |        | 12 | 23144  |        |       |      |              | 12.28       |
| <b>28622</b> | 4067  | 1875 |        | 11 | 22681  |        |       |      |              | 12.03       |
| <b>28007</b> | 3983  | 1810 |        | 10 | 22214  |        |       |      |              | 11.78       |
| <b>27499</b> | 3914  | 1757 |        | 9  | 21828  |        |       |      |              | 11.58       |
| <b>27123</b> | 3863  | 1718 |        | 8  | 21543  |        |       |      |              | 11.43       |
| <b>26743</b> | 3811  | 1678 | 2      | 7  | 21254  |        |       |      |              | 11.28       |
| <b>26340</b> | 3756  | 1636 |        | 6  | 20948  |        |       |      |              | 11.11       |
| <b>26250</b> | 3744  | 1626 |        | 5  | 20880  |        |       |      |              | 11.08       |
| <b>25906</b> | 3697  | 1590 |        | 4  | 20619  |        |       |      |              | 10.94       |
| <b>25811</b> | 3684  | 1580 |        | 3  | 20547  |        |       |      |              | 10.90       |

Please note the standard increment date is 1 August. Employees must have 6 month's service in post prior to 1 August before receiving an increment ie have commenced in post prior to 1 February of the same year. Employees commencing in post after 1 February will be due their first increment on 1 August the following year. Employees who have reached the top of their pay scale will not receive further increments but will continue to receive the annual cost of living increase.

The University of St Andrews is a Living Wage Employer, any increases in the living wage will be reflected in our salary scales.

\* Point 3 is comprised of the nationally negotiated UCEA rates of £20410. plus a supplement to fulfil the University's commitment to pay the Living Wage rate of £10.90 per hour (£20,547 full-time annual equivalent).