

UNIVERSITY OF ST ANDREWS
NEW PAY AND GRADING STRUCTURE

Total	S&LAS	NI	Grades	Pt	Feb-23	Grades	USS	NI	Total	Hourly Rate
				52	68855		14873	8247	91975	36.53
				51	66890	9	14448	7976	89313	35.49
				50	64946		14028	7707	86682	34.45
				49	63059		13621	7447	84127	33.45
				48	61228	8	13225	7194	81647	32.48
				47	59450		12841	6949	79240	31.54
				46	57723		12468	6711	76902	30.62
				45	56048		12106	6479	74634	29.73
				44	54421		11755	6255	72431	28.87
				43	52841		11414	6037	70292	28.03
				42	51306	7	11082	5825	68213	27.22
				41	49841		10766	5623	66229	26.44
				40	48423		10459	5427	64309	25.69
				39	47047		10162	5237	62446	24.96
				38	45737		9879	5056	60673	24.26
				37	44414		9593	4874	58881	23.56
				36	43155		9321	4700	57177	22.89
				35	41931		9057	4531	55519	22.24
				34	40745	6	8801	4368	53913	21.62
				33	39592		8552	4208	52352	21.00
				32	38474		8310	4054	50839	20.41
47993	6703	3904		31	37386		8075	3904	49365	19.83
46606	6515	3759		30	36333		7848	3759	47940	19.27
45256	6331	3617		29	35308					18.73
43947	6153	3480	5	28	34314					18.20
42674	5979	3347		27	33348					17.69
41440	5811	3217		26	32411					17.19
40242	5648	3092		25	31502					16.71
39079	5490	2970		24	30619					16.24
37950	5336	2852		23	29762					15.79
36853	5187	2737		22	28929					15.35
35802	5044	2627		21	28131					14.92
34834	4912	2525	4	20	27396					14.53
33840	4777	2421		19	26642					14.13
32926	4652	2326		18	25948					13.77
32053	4534	2234		17	25285					13.41
31302	4431	2155		16	24715					13.11
30550	4329	2077		15	24144					12.81
29915	4243	2010		14	23662					12.55
29239	4151	1939	3	13	23149					12.28
28555	4058	1868		12	22630					12.01
27985	3980	1808		11	22197					11.78
27411	3902	1748		10	21761					11.54
26935	3837	1698		9	21400					11.35
26585	3789	1661		8	21134					11.21
26228	3741	1624	2	7	20863					11.07
25852	3690	1585		6	20578					10.92
25811	3684	1580		5	20547					10.90
25811	3684	1580		4	20547					10.90
25811	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 £19898.
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).

* Point 4 is comprised of the nationally negotiated UCEA rates of £20,092.
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).

* Point 5 is comprised of the nationally negotiated UCEA rates of £20,333.
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).