

UNIVERSITY OF ST ANDREWS
NEW PAY AND GRADING STRUCTURE

| Total | S&LAS | NI | Grades | Pt | Aug-24 | Grades | USS | NI | Total | Hourly Rate |
|--------------|-------|------|----------|----|--------|----------|-------|------|--------------|-------------|
| | | | | 52 | 71780 | | 10408 | 8650 | 90838 | 38.08 |
| | | | | 51 | 69757 | 9 | 10115 | 8371 | 88243 | 37.01 |
| | | | | 50 | 67757 | | 9825 | 8095 | 85677 | 35.95 |
| | | | | 49 | 65814 | | 9543 | 7827 | 83184 | 34.91 |
| | | | | 48 | 63929 | 8 | 9270 | 7567 | 80766 | 33.91 |
| | | | | 47 | 62098 | | 9004 | 7314 | 78416 | 32.94 |
| | | | | 46 | 60321 | | 8747 | 7069 | 76137 | 32.00 |
| | | | | 45 | 58596 | | 8496 | 6831 | 73923 | 31.09 |
| | | | | 44 | 56921 | | 8254 | 6600 | 71774 | 30.20 |
| | | | | 43 | 55295 | | 8018 | 6375 | 69688 | 29.33 |
| | | | | 42 | 53715 | 7 | 7789 | 6157 | 67661 | 28.50 |
| | | | | 41 | 52183 | | 7567 | 5946 | 65696 | 27.68 |
| | | | | 40 | 50694 | | 7351 | 5741 | 63785 | 26.89 |
| | | | | 39 | 49250 | | 7141 | 5541 | 61933 | 26.13 |
| | | | | 38 | 47874 | | 6942 | 5351 | 60167 | 25.40 |
| | | | | 37 | 46485 | | 6740 | 5160 | 58385 | 24.66 |
| | | | | 36 | 45163 | | 6549 | 4977 | 56689 | 23.96 |
| | | | | 35 | 43878 | | 6362 | 4800 | 55040 | 23.28 |
| | | | | 34 | 42632 | 6 | 6182 | 4628 | 53442 | 22.62 |
| | | | | 33 | 41421 | | 6006 | 4461 | 51888 | 21.97 |
| | | | | 32 | 40247 | | 5836 | 4299 | 50382 | 21.35 |
| 50258 | 7012 | 4141 | | 31 | 39105 | | 5670 | 4141 | 48916 | 20.75 |
| 48801 | 6813 | 3989 | | 30 | 37999 | | 5510 | 3989 | 47497 | 20.16 |
| 47385 | 6620 | 3840 | | 29 | 36924 | | | | | 19.59 |
| 46009 | 6433 | 3696 | 5 | 28 | 35880 | | | | | 19.03 |
| 44674 | 6251 | 3556 | | 27 | 34866 | | | | | 18.50 |
| 43378 | 6075 | 3420 | | 26 | 33882 | | | | | 17.97 |
| 42521 | 5958 | 3331 | | 25 | 33232 | | | | | 17.63 |
| 41288 | 5791 | 3202 | | 24 | 32296 | | | | | 17.13 |
| 40091 | 5628 | 3076 | | 23 | 31387 | | | | | 16.65 |
| 38929 | 5470 | 2954 | | 22 | 30505 | | | | | 16.18 |
| 37815 | 5318 | 2838 | | 21 | 29659 | | | | | 15.73 |
| 36787 | 5178 | 2730 | 4 | 20 | 28879 | | | | | 15.32 |
| 35736 | 5035 | 2620 | | 19 | 28081 | | | | | 14.90 |
| 34765 | 4903 | 2518 | | 18 | 27344 | | | | | 14.51 |
| 33840 | 4777 | 2421 | | 17 | 26642 | | | | | 14.13 |
| 33045 | 4669 | 2338 | | 16 | 26038 | | | | | 13.81 |
| 32248 | 4560 | 2255 | | 15 | 25433 | | | | | 13.49 |
| 31872 | 4509 | 2215 | | 14 | 25148 | | | | | 13.34 |
| 31150 | 4411 | 2140 | | 13 | 24600 | 3 | | | | 13.05 |
| 30418 | 4311 | 2063 | | 12 | 24044 | | | | | 12.76 |
| 29808 | 4228 | 1999 | | 11 | 23581 | | | | | 12.51 |
| 29193 | 4144 | 1934 | | 10 | 23114 | | | | | 12.26 |
| 28937 | 4110 | 1908 | | 9 | 22920 | | | | | 12.16 |
| 28740 | 4083 | 1887 | 2 | 8 | 22770 | | | | | 12.08 |
| 28542 | 4056 | 1866 | 1 | 7 | 22620 | | | | | 12.00 |

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, and as such any increases in the Voluntary Living Wage (VLW) will be reflected in our salary scales.

Point 7 comprises the nationally negotiated UCEA rate of £22,154 plus a supplement to meet the VLW rate of £12.00 per hour (£22,620 full-time annual equivalent).

Point 8 comprises the nationally negotiated UCEA rate of £22,443 plus an enhanced supplement taking the salary to £22,770 full-time annual equivalent.

Point 9 comprises the nationally negotiated UCEA rate of £22,728 plus an enhanced supplement taking the salary to £22,920 full-time annual equivalent.

*Updated on 01/08/2024 to reflect the 24/25 pay award.