

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.