

**UNIVERSITY OF ST ANDREWS**  
**NEW PAY AND GRADING STRUCTURE**

Total	S&LAS	NI	Grades	Pt	Nov-23	Grades	USS	NI	Total	Hourly Rate
				52	70880		10278	8526	<b>89684</b>	37.60
				51	68857	9	9984	8247	<b>87088</b>	36.53
				50	66857		9694	7971	<b>84522</b>	35.47
				49	64914		9413	7703	<b>82029</b>	34.44
				48	63029		9139	7443	<b>79611</b>	33.44
				47	61198		8874	7190	<b>77262</b>	32.47
				46	59421		8616	6945	<b>74982</b>	31.52
				45	57696		8366	6707	<b>72769</b>	30.61
				44	56021		8123	6476	<b>70620</b>	29.72
				43	54395		7887	6251	<b>68534</b>	28.86
				42	52815	7	7658	6033	<b>66506</b>	28.02
				41	51283		7436	5822	<b>64541</b>	27.21
				40	49794		7220	5616	<b>62630</b>	26.42
				39	48350		7011	5417	<b>60778</b>	25.65
				38	46974		6811	5227	<b>59012</b>	24.92
				37	45585		6610	5035	<b>57230</b>	24.18
				36	44263		6418	4853	<b>55534</b>	23.48
				35	42978		6232	4676	<b>53886</b>	22.80
				34	41732		6051	4504	<b>52287</b>	22.14
				33	40521		5876	4337	<b>50733</b>	21.50
				32	39347		5705	4175	<b>49227</b>	20.87
<b>49072</b>	6850	4017		31	38205		5540	4017	<b>47762</b>	20.27
<b>47615</b>	6652	3864		30	37099		5379	3864	<b>46343</b>	19.68
<b>46199</b>	6459	3716		29	36024					19.11
<b>44824</b>	6272	3572		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		13	23700					12.57
<b>29530</b>	4190	1970		12	23370					12.40
<b>29332</b>	4163	1949		11	23220					12.32
<b>29135</b>	4136	1928		10	23070					12.24
<b>28937</b>	4110	1908		9	22920					12.16
<b>28740</b>	4083	1887	2	8	22770					12.08
<b>28542</b>	4056	1866		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.

Please note, in order to manage the challenges at the lower end of the University's pay scale resulting from the implementation of the VLW rate on 1 November 2023, SCPs 3, 4, 5 and 6 have been removed from the scale with effect from 1 August 2023. In addition, the salary of SCP 7 has been increased to fulfil the University's commitment to pay the Voluntary Living Wage (VLW) rate of £12/hr with effect from 1 November 2023, with further increases applied to the salaries of SCPs 8 to 12 to ensure that a degree of pay differential is maintained between all Grade 2 scale points.

Point 7 comprises the nationally negotiated UCEA rate of £21,254 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 £21,543 plus an enhanced supplement taking the salary to £22,770 full-time annual equivalent.

Point 9 comprises the nationally negotiated UCEA rate of £21,828 plus an enhanced supplement taking the salary to £22,920 full-time annual equivalent.

Point 10 comprises the nationally negotiated UCEA rate of £22,214 plus an enhanced supplement taking the salary to £23,070 full-time annual equivalent.

Point 11 comprises the nationally negotiated UCEA rate of £22,681 plus an enhanced supplement taking the salary to £23,220 full-time annual equivalent.

Point 12 comprises the nationally negotiated UCEA rate of £23,144 plus an enhanced supplement taking the salary to £23,370 full-time annual equivalent.

Employees affected by any of the above pay scale changes will be notified directly of the impact on their SCP/salary.

\*Updated on 01/11/2023 to reflect the VLW increase.

\* Updated on 01/01/2024 to reflect the USS rate change.