

UNIVERSITY OF ST ANDREWS
NEW PAY AND GRADING STRUCTURE

Total	S&LAS	NI	Grades	Pt	Mar-25	Grades	USS	NI	Total	Hourly Rate
				52	72652		10535	8771	91957	38.54
				51	70579	9	10234	8485	89298	37.44
				50	68529		9937	8202	86667	36.35
				49	66537		9648	7927	84112	35.30
				48	64605	8	9368	7660	81633	34.27
				47	62728		9096	7401	79225	33.28
				46	60907		8832	7150	76888	32.31
				45	59139		8575	6906	74620	31.37
				44	57422		8326	6669	72417	30.46
				43	55755		8084	6439	70278	29.58
				42	54136	7	7850	6216	68201	28.72
				41	52566		7622	5999	66187	27.89
				40	51039		7401	5788	64228	27.08
				39	49559		7186	5584	62329	26.29
				38	48149		6982	5389	60520	25.54
				37	46735		6777	5194	58706	24.79
				36	45413		6585	5012	57010	24.09
				35	44128		6399	4834	55361	23.41
				34	42882	6	6218	4662	53762	22.75
				33	41671		6042	4495	52209	22.11
				32	40497		5872	4333	50702	21.48
50587	7056	4176		31	39355		5706	4176	49237	20.88
49130	6858	4023		30	38249		5546	4023	47818	20.29
47714	6665	3875		29	37174					19.72
46339	6478	3731	5	28	36130					19.17
45003	6296	3591		27	35116					18.63
43707	6120	3455		26	34132					18.11
42851	6003	3365		25	33482					17.76
41618	5835	3236		24	32546					17.27
40420	5673	3111		23	31637					16.78
39324	5523	2996		22	30805					16.34
38210	5372	2879		21	29959					15.89
37182	5232	2771	4	20	29179					15.48
36131	5089	2661		19	28381					15.06
35160	4957	2560		18	27644					14.67
34235	4831	2463		17	26942					14.29
33440	4722	2379		16	26338					13.97
32643	4614	2296		15	25733					13.65
32267	4563	2257		14	25448					13.50
31546	4465	2181	3	13	24900					13.21
30813	4365	2104		12	24344					12.91
30203	4282	2040		11	23881					12.67
29588	4198	1976		10	23414					12.42
29080	4129	1923		9	23028					12.22
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 £22,454 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 £22,743 plus an enhanced supplement taking the salary to £22,770 full-time annual equivalent.

*Updated on 01/03/2025 to reflect the 24/25 pay award.