

**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	<b>91957</b>	38.54
				51	70579	9	10234	8485	<b>89298</b>	37.44
				50	68529		9937	8202	<b>86667</b>	36.35
				49	66537		9648	7927	<b>84112</b>	35.30
				48	64605	8	9368	7660	<b>81633</b>	34.27
				47	62728		9096	7401	<b>79225</b>	33.28
				46	60907		8832	7150	<b>76888</b>	32.31
				45	59139		8575	6906	<b>74620</b>	31.37
				44	57422		8326	6669	<b>72417</b>	30.46
				43	55755		8084	6439	<b>70278</b>	29.58
				42	54136	7	7850	6216	<b>68201</b>	28.72
				41	52566		7622	5999	<b>66187</b>	27.89
				40	51039		7401	5788	<b>64228</b>	27.08
				39	49559		7186	5584	<b>62329</b>	26.29
				38	48149		6982	5389	<b>60520</b>	25.54
				37	46735		6777	5194	<b>58706</b>	24.79
				36	45413		6585	5012	<b>57010</b>	24.09
				35	44128		6399	4834	<b>55361</b>	23.41
				34	42882	6	6218	4662	<b>53762</b>	22.75
				33	41671		6042	4495	<b>52209</b>	22.11
				32	40497		5872	4333	<b>50702</b>	21.48
<b>50587</b>	7056	4176		31	39355		5706	4176	<b>49237</b>	20.88
<b>49130</b>	6858	4023		30	38249		5546	4023	<b>47818</b>	20.29
<b>47714</b>	6665	3875		29	37174					19.72
<b>46339</b>	6478	3731	5	28	36130					19.17
<b>45003</b>	6296	3591		27	35116					18.63
<b>43707</b>	6120	3455		26	34132					18.11
<b>42851</b>	6003	3365		25	33482					17.76
<b>41618</b>	5835	3236		24	32546					17.27
<b>40420</b>	5673	3111		23	31637					16.78
<b>39324</b>	5523	2996		22	30805					16.34
<b>38210</b>	5372	2879		21	29959					15.89
<b>37182</b>	5232	2771	4	20	29179					15.48
<b>36131</b>	5089	2661		19	28381					15.06
<b>35160</b>	4957	2560		18	27644					14.67
<b>34235</b>	4831	2463		17	26942					14.29
<b>33440</b>	4722	2379		16	26338					13.97
<b>32643</b>	4614	2296		15	25733					13.65
<b>32267</b>	4563	2257		14	25448					13.50
<b>31546</b>	4465	2181	3	13	24900					13.21
<b>30813</b>	4365	2104		12	24344					12.91
<b>30203</b>	4282	2040		11	23881					12.67
<b>29588</b>	4198	1976		10	23414					12.42
<b>29080</b>	4129	1923		9	23028					12.22
<b>28740</b>	4083	1887	2	8	22770					12.08
<b>28542</b>	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.