

UNIVERSITY OF ST ANDREWS

NEW PAY AND GRADING STRUCTURE

Total	S&LAS	NI	Grades	Pt	Aug-25	Grades	USS	NI	Total	Hourly Rate
				52	73669		10682	10300	94651	39.08
				51	71567	9	10377	9985	91929	37.97
				50	69488		10076	9673	89237	36.86
				49	67469		9783	9370	86622	35.79
				48	65509	8	9499	9076	84084	34.75
				47	63606		9223	8791	81620	33.74
				46	61760		8955	8514	79229	32.76
				45	59967		8695	8245	76907	31.81
				44	58226		8443	7984	74653	30.89
				43	56536		8198	7730	72464	29.99
				42	54894	7	7960	7484	70338	29.12
				41	53302		7729	7245	68276	28.28
				40	51754		7504	7013	66271	27.46
				39	50253		7287	6788	64328	26.66
				38	48823		7079	6573	62476	25.90
				37	47389		6871	6358	60619	25.14
				36	46049		6677	6157	58883	24.43
				35	44746		6488	5962	57196	23.74
				34	43482	6	6305	5772	55559	23.07
				33	42254		6127	5588	53969	22.42
				32	41064		5954	5410	52428	21.78
52297	7155	5236		31	39906		5786	5236	50928	21.17
50806	6954	5068		30	38784		5624	5068	49475	20.58
49357	6759	4904		29	37694					20.00
47950	6569	4745	5	28	36636					19.44
46584	6385	4591		27	35608					18.89
45257	6206	4442		26	34610					18.36
44381	6087	4343		25	33951					18.01
43120	5917	4200		24	33002					17.51
41894	5752	4062		23	32080					17.02
40772	5601	3935		22	31236					16.57
39631	5447	3807		21	30378					16.12
38581	5305	3688	4	20	29588					15.70
37505	5160	3567		19	28778					15.27
36512	5026	3455		18	28031					14.87
35565	4898	3348		17	27319					14.49
34752	4789	3256		16	26707					14.17
33935	4678	3164		15	26093					13.84
33551	4627	3121		14	25804					13.69
32813	4527	3037	3	13	25249					13.39
32064	4426	2953		12	24685					13.10
31439	4342	2882		11	24215					12.85
30822	4259	2813		10	23751					12.60
30822	4259	2813		9	23751					12.60
30822	4259	2813	2	8	23751					12.60
30822	4259	2813	1	7	23751					12.60

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 £22,768 plus a supplement to meet the VLW rate of £12.60 per hour (£23,751 full-time annual equivalent).

Point 8 comprises the nationally negotiated UCEA rate of £23,061 plus a supplement to meet the VLW rate of £12.60 per hour (£23,751 full-time annual equivalent).

Point 9 comprises the nationally negotiated UCEA rate of £23,350 plus a supplement to meet the VLW rate of £12.60 per hour (£23,751 full-time annual equivalent).

Point 10 comprises the nationally negotiated UCEA rate of £23,742 plus a supplement to meet the VLW rate of £12.60 per hour (£23,751 full-time annual equivalent).

*Updated on 01/08/2025 to reflect the 25/26 pay award.