UNIVERSITY OF ST ANDREWS

NEW PAY AND GRADING STRUCTURE

48 58279 47 56587	14025 13625 13229	7824		Hourly Rate
SO 61818 49 60022			87389	34.77
49 60022 48 58279 8	13220	7566	84859	33.78
A8 58279 A7 56587 46 54943 45 53348 44 51799 43 50296 42 48835 7 41 47419 40 46042 39 44706 38 43434 37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382 45315 6334 3655 43969 6151 3514 42658 5972 3377 41387 5799 3244 40151 5631 3114 3114 27 31406 38954 5468 2989 37791 5310 2867 37791 5310 2867 37891 5310 2867 3794 5310 2867 3795 5799 3445 34660 5156 2748 35564 5007 2634 3269 2522 33479 4723 2415 32639 4595 2317 31543 4459 2212 31544 4216 3154 4216 3154 4216 3154 4216 3154 4216 3154 4216 3154 4216 3154 4216 3154 4216 3154 4216 3154 4216 3154 4216 3154 4216 3155 42254 3156 42000 3154 4216 3154 4216 3154 4216 3154 4216		7311	82358	32.79
47 56587 46 54943 45 53348 44 51799 43 50296 42 48835 7 41 47419 40 46042 39 44706 38 43434 37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382 36382 43969 6151 3514 30 34304 42658 5972 3377 29 33309 41387 5799 3244 5 28 32344 4314 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 3660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 24 26756 35594 4096 1933 16 22847 28876 4096 1933 16 22847 28876 4096 1933 16 22847 28876 4096 1933 16 22847 28876 4096 1933 16 22847 28876 4096 1933 16 22847 28876 4096 1933 16 22847 28895 3990 1851 15 22254 222747 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600	12845	7063	79930	31.84
46 54943 45 53348 44 51799 43 50296 42 48835 7 41 47419 40 46042 39 44706 38 43434 37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382 36382 36382 36382 36399 36399 36399 36399 3651 36862 36944 36962 36944 36962 36944 36962 36994 36994	12472	6823	77573	30.92
45 53348 44 51799 43 50296 42 44835 7 41 47419 40 46042 39 44706 38 43434 37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382 36382 343868 36 36 37467 32 36382 36399 36314 36394 36394 36394 36394 36394 36394 36394 36394 36394 36394 36394 36394 36394 36394 363990 3651 36944 36962 36944 36962 36994 36995 36990 3651 36975 36996 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36944 3623 36296 36996 36996 36296 36996 3	12110	6589	75286	30.02
44 51799 43 50296 42 48835 7 47419 40 46042 39 44706 38 43434 37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382	11758	6362	73063	29.15
43 50296 42 48835 7 41 47419 40 46042 39 44706 38 43434 37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382	11416	6142	70907	28.30
42 48835	11085	5928	68812	27.48
41 47419 40 46042 39 44706 38 43434 437 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382 36382 45315 6334 3655 31 35326 43969 6151 3514 30 34304 42658 5972 3377 29 33309 41387 5799 3244 5 28 32344 40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 25 29614 34500 4862 2552 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 22876 22621 3790 1697 3 13 21135 22516 3694 1623 12 20600	10763	5721	66780	26.68
40 46042 39 44706 38 43434 37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382 363	10451	5519	64805	25.91
39 44706 38 43434 37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382 36382 31 35326 31 35326 31 35326 31 35326 31 3404 42658 5972 3377 29 33309 41387 5799 3244 5 28 32344 40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 3660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 22876 23695 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600	10148	5324	62891	25.16
38 43434 37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382	9853	5134	61029	24.43
37 42149 36 40927 35 39739 34 38587 6 33 37467 32 36382 32 36382 32 36382 32 36382 32 36382 3655 31 35326 32 36382 3628 3655 36382 36382 3655 36382 3655 36382 3655 36382 3655 36382 3655 36382 3655 36382 3655 36382 3655 36382 3655 36382 3655 36382 3655 36582 36	9567	4950	59223	23.72
36 40927	9295	4774	57503	23.04
35 39739 34 38587 6 33 37467 32 36382 43969 6151 3514 42658 5972 3377 4387 5799 3244 40151 5631 3114 38954 5468 2989 37791 5310 2867 3660 5156 2748 35564 5007 2634 34500 4862 2522 327924 34500 4862 2522 32716 26341 32839 4595 2317 4 20 25627 31543 4459 2212 31543 4459 2212 30624 4334 2116 2876 4096 1933 28876 4096 1933 28095 3990 1851 27347 3888 1773 14 26621 3790 1697 3 25916 3694 1623 12 2600	9020	4597	55766	22.36
34 38587 6 33 37467 32 36382 43969 6151 3514 30 34304 42658 5972 3377 29 33309 41387 5799 3244 5 28 32344 40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790	8758	4428	54113	21.71
33 37467 32 36382 45315 6334 3655 31 35326 43969 6151 3514 30 34304 42658 5972 3377 29 33309 41387 5799 3244 5 28 32344 40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135	8504	4264	52507	21.08
45315 6334 3655 31 35326 43969 6151 3514 30 34304 42658 5972 3377 29 33309 41387 5799 3244 5 28 32344 40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600 <th>8258</th> <th>4105</th> <th>50950</th> <th>20.47</th>	8258	4105	50950	20.47
45315 6334 3655 31 35326 43969 6151 3514 30 34304 42658 5972 3377 29 33309 41387 5799 3244 5 28 32344 40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28095 3990 1851<	8018	3951	49435	19.88
43969 6151 3514 30 34304 42658 5972 3377 29 33309 41387 5799 3244 5 28 32344 40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851<	7786	3801	47969	19.30
42658 5972 3377 29 33309 41387 5799 3244 5 28 32344 40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773<	7560	3655	46541	18.74
41387 5799 3244 5 28 32344 40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697<	7341	3514	45159	18.20
40151 5631 3114 27 31406 38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623<				17.67
38954 5468 2989 26 30497 37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				17.16
37791 5310 2867 25 29614 36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				16.66
36660 5156 2748 24 28756 35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				16.18
35564 5007 2634 23 27924 34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				15.71
34500 4862 2522 22 27116 33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				15.26
33479 4723 2415 21 26341 32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				14.81 14.39
32539 4595 2317 4 20 25627 31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				13.97
31543 4459 2212 19 24871 30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				13.60
30624 4334 2116 18 24174 29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				13.19
29720 4211 2021 17 23487 28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				12.82
28876 4096 1933 16 22847 28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				12.46
28095 3990 1851 15 22254 27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				12.12
27347 3888 1773 14 21686 26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				11.81
26621 3790 1697 3 13 21135 25916 3694 1623 12 20600				11.50
25916 3694 1623 12 20600				11.21
				10.93
				10.66
24629 3518 1488 10 19623				10.41
24084 3444 1431 9 19209				10.19
23614 3380 1382 8 18852				10.00
23364 3346 1355 2 7 18662				9.90
23364 3346 1355 6 18662				9.90
23364 3346 1355 5 18662				9.90
23364 3346 1355 4 18662				9.90
23364 3346 1355 3 18662				9.90

^{*} Point 3 is comprised of the nationally negotiated UCEA rates of £17,338. plus a supplement to fulfil the University's commitment to pay the Living Wage rate of £9.90 per hour (£18,662.00 full-time annual equivalent).

^{*} Point 4 is comprised of the nationally negotiated UCEA rates of £17,596. plus a supplement to fulfil the University's commitment to pay the Living Wage rate of £9.90 per hour (£18,662.00 full-time annual equivalent).

^{*} Point 5 is comprised of the nationally negotiated UCEA rates of £17,901. plus a supplement to fulfil the University's commitment to pay the Living Wage rate of £9.90 per hour (£18,662.00 full-time annual equivalent).

^{*} Point 6 is comprised of the nationally negotiated UCEA rates of £18,212.00. plus a supplement to fulfil the University's commitment to pay the Living Wage rate of £9.90 per hour (£18,662.00 full-time annual equivalent).

* Point 7 is comprised of the nationally negotiated UCEA rates of £18,529.00.

^{*} Point 7 is comprised of the nationally negotiated UCEA rates of £18,529.00. plus a supplement to fulfil the University's commitment to pay the Living Wage rate of £9.90 per hour (£18,662.00 full-time annual equivalent).

^{*}Updated on 01/11/2021 to reflect the living wage increase.