**University of the West of Scotland**
**Pay & Grade Structure - August 2026**

| Spine Point | From 01.08.26 (2%) | Professional Services Staff | | | | | | | | Academic (HE2000) & Research | | | | Hourly Rate 1/8/26 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 12 | £25,179 | 1 | | | | | | | | | | | | £13.80 |
| 13 | £25,754 | | 2 | | | | | | | | | | | £14.11 |
| 14 | £26,320 | | 2(CP) | 3.1 | | | | | | | | | | £14.42 |
| 15 | £26,615 | | | 3.2 | | | | | | | | | | £14.58 |
| 16 | £27,241 | | | 3.3 | | | | | | | | | | £14.93 |
| 17 | £27,865 | | | 3.4 | | | | | | | | | | £15.27 |
| 18 | £28,592 | | | 3(CP) | 4.1 | | | | | | | | | £15.67 |
| 19 | £29,354 | | | | 4.2 | | | | | | | | | £16.08 |
| 20 | £30,180 | | | | 4.3 | | | | | | | | | £16.54 |
| 21 | £30,986 | | | | 4.4 | | | | | | | | | £16.98 |
| 22 | £31,861 | | | | 4.5 | | | | | | | | | £17.46 |
| 23 | £32,722 | | | | 4.6 | | | | | | | | | £17.93 |
| 24 | £33,662 | | | | 4.7 | | | | | | | | | £18.44 |
| 25 | £34,630 | | | | 4(CP) | | | | | | | | | £18.98 |
| 26 | £35,302 | | | | | 5.1 | | | | Ac1.1 | | | | £19.34 |
| 27 | £36,320 | | | | | 5.2 | | | | Ac1.2 | | | | £19.90 |
| 28 | £37,369 | | | | | 5.3 | | | | Ac1.3 | | | | £20.48 |
| 29 | £38,448 | | | | | 5.4 | | | | Ac1.4 | | | | £21.07 |
| 30 | £39,560 | | | | | 5.5 | | | | Ac1.5 | | | | £21.68 |
| 31 | £40,704 | | | | | 5.6 | | | | Ac1.6 | | | | £22.30 |
| 32 | £41,885 | | | | | 5.7 | | | | Ac1.7 | | | | £22.95 |
| 33 | £43,099 | | | | | 5(CP) | 6.1 | | | Ac1(CP | Ac2.1 | | | £23.62 |
| 34 | £44,352 | | | | | | 6.2 | | | | Ac2.2 | | | £24.30 |
| 35 | £45,641 | | | | | | 6.3 | | | | Ac2.3 | | | £25.01 |
| 36 | £46,970 | | | | | | 6.4 | | | | Ac2.4 | | | £25.74 |
| 37 | £48,337 | | | | | | 6.5 | | | | Ac2.5 | | | £26.49 |
| 38 | £49,798 | | | | | | 6.6 | | | | Ac2.6 | | | £27.29 |
| 39 | £51,258 | | | | | | 6.7 | 7.1 | | | Ac2.7 | Ac3.1 | | £28.09 |
| 40 | £52,788 | | | | | | 6(CP) | 7.2 | | | Ac2(CP) | Ac3.2 | | £28.92 |
| 41 | £54,367 | | | | | | | 7.3 | | | | Ac3.3 | | £29.79 |
| 42 | £55,991 | | | | | | | 7.4 | | | | Ac3.4 | | £30.68 |
| 43 | £57,666 | | | | | | | 7.5 | | | | Ac3.5 | | £31.60 |
| 44 | £59,390 | | | | | | | 7(CP) | 8.1 | | | Ac3(CP) | Ac4.1 | £32.54 |
| 45 | £61,165 | | | | | | | | 8.2 | | | | Ac4.2 | £33.52 |
| 46 | £62,994 | | | | | | | | 8.3 | | | | Ac4.3 | £34.52 |
| 47 | £64,878 | | | | | | | | 8.4 | | | | Ac4.4 | £35.55 |
| 48 | £66,819 | | | | | | | | 8.5 | | | | Ac4.5 | £36.61 |
| 49 | £68,817 | | | | | | | | 8.6 | | | | Ac4.6 | £37.71 |
| 50 | £70,878 | | | | | | | | 8(CP) | | | | Ac4(CP) | £38.84 |
| 51 | £72,997 | | | | | | | | | | | | | £40.00 |