

National Spinal Pt.	Full-time Salary Values from 1 August 2025	Hourly Rate	Hourly Holiday Pay Due - per hour worked	Aberdeen University Grade Structure 1st December 2020	Full-time Salary Values from 1 April 2026	Base Hrly Rate	Hourly Holiday Pay Due - per hour worked
Support Staff Grades & Conditions - Holidays accrue at 16.2%							
2							
3							
4							
5							
6							
7	£24,554	£12.9368	£2.04	Grade 1	£25,528.10	£13.4500	£2.18
8	£24,689	£13.0079	£2.06	Grade 2	£25,783.00	£13.5843	£2.20
9	£24,824	£13.0790	£2.07		£26,041.00	£13.7202	£2.22
10	£25,005	£13.1744	£2.08		£26,302.00	£13.8577	£2.24
11	£25,255	£13.3061	£2.10	Grade 3	£26,565.00	£13.9963	£2.27
12	£25,486	£13.4278	£2.12		£26,830.00	£14.1359	£2.29
13	£25,736	£13.5595	£2.14		£27,099.00	£14.2777	£2.31
14	£25,987	£13.6918	£2.16		£27,370.00	£14.4204	£2.34
15	£26,217	£13.8130	£2.18		£27,643.00	£14.5643	£2.36
16	£26,707	£14.0711	£2.22		£27,920.00	£14.7102	£2.38
17	£27,319	£14.3936	£2.27	Grade 4	£28,199.00	£14.8572	£2.41
18	£28,031	£14.7687	£2.33		£28,481.00	£15.0058	£2.43
19	£28,778	£15.1623	£2.40		£28,778.00	£15.1623	£2.46
20	£29,588	£15.5890	£2.46		£29,588.00	£15.5890	£2.53
21	£30,378	£16.0053	£2.53		£30,378.00	£16.0053	£2.59
22	£31,236	£16.4573	£2.60		£31,236.00	£16.4573	£2.67
23	£32,080	£16.9020	£2.67		£32,080.00	£16.9020	£2.74
24	£33,002	£17.3878	£2.75		£33,002.00	£17.3878	£2.82
25	£33,951	£17.8878	£2.83		£33,951.00	£17.8878	£2.90
Academic and Related Grades and Conditions - Holidays accrue at 16.2%							
24	£33,002	£15.8663	£2.51	Grade 5	£33,002.00	£15.8663	£2.57
25	£33,951	£16.3226	£2.58		£33,951.00	£16.3226	£2.64
26	£34,610	£16.6394	£2.63		£34,610.00	£16.6394	£2.70
27	£35,608	£17.1192	£2.70		£35,608.00	£17.1192	£2.77
28	£36,636	£17.6135	£2.78		£36,636.00	£17.6135	£2.85
29	£37,694	£18.1221	£2.86		£37,694.00	£18.1221	£2.94
30	£38,784	£18.6462	£2.95	Grade 6	£38,784.00	£18.6462	£3.02
31	£39,906	£19.1856	£3.03		£39,906.00	£19.1856	£3.11
32	£41,064	£19.7423	£3.12		£41,064.00	£19.7423	£3.20
33	£42,254	£20.3144	£3.21		£42,254.00	£20.3144	£3.29
34	£43,482	£20.9048	£3.30		£43,482.00	£20.9048	£3.39
35	£44,746	£21.5125	£3.40		£44,746.00	£21.5125	£3.49
36	£46,049	£22.1389	£3.50		£46,049.00	£22.1389	£3.59
37	£47,389	£22.7832	£3.60	Grade 7	£47,389.00	£22.7832	£3.69
38	£48,822	£23.4721	£3.71		£48,822.00	£23.4721	£3.80
39	£50,253	£24.1601	£3.82		£50,253.00	£24.1601	£3.91
40	£51,753	£24.8813	£3.93		£51,753.00	£24.8813	£4.03
41	£53,301	£25.6255	£4.05		£53,301.00	£25.6255	£4.15
42	£54,893	£26.3909	£4.17		£54,893.00	£26.3909	£4.28
43	£56,535	£27.1803	£4.29		£56,535.00	£27.1803	£4.40
44	£58,225	£27.9928	£4.42		£58,225.00	£27.9928	£4.53
45	£59,966	£28.8298	£4.56	Grade 8	£59,966.00	£28.8298	£4.67
46	£61,759	£29.6918	£4.69		£61,759.00	£29.6918	£4.81
47	£63,606	£30.5798	£4.83		£63,606.00	£30.5798	£4.95
48	£65,509	£31.4947	£4.98		£65,509.00	£31.4947	£5.10
49	£67,468	£32.4365	£5.12		£67,468.00	£32.4365	£5.25
50	£69,488	£33.4077	£5.28	Grade 9	£69,488.00	£33.4077	£5.41
51	£71,566	£34.4067	£5.44		£71,566.00	£34.4067	£5.57
52 Local	£73,709	£35.4370	£5.60		£73,709.00	£35.4370	£5.74
53 Local	£75,915	£36.4976	£5.77		£75,915.00	£36.4976	£5.91
54 Local	£78,188	£37.5904	£5.94		£78,188.00	£37.5904	£6.09

The rates to the left include a Accredited Living Wage Supplement

£974.10
£1,094.00
£1,217.00
£1,297.00
£1,310.00
£1,344.00
£1,363.00
£1,383.00
£1,426.00
£1,213.00
£880.00
£450.00

From 1st April 2026, a supplement was applied to the hourly rate (and the corresponding annual salary) for points 7 - 18 of our pay spine. This supplement ensures that staff are paid the Accredited Living Wage and there is a pay differential at each point thereafter

Normal Grade Point
Contribution Point

Support Staff Holiday - Grades 1-4
Standard working week 36.5 hours
Holiday Pay calculated on 41 days fte

Academic & Related Holidays - Grades 5-9
Notional working week for calculation 40 hours
Holiday Pay calculated on 41 days fte