

University (UE) Pay Scales

The UE pay scale is used for both Academic and Professional Services staff.

The vast majority of University of Edinburgh staff (92%) are paid in line with the 51 point pay spine nationally negotiated by the University & Colleges Employers Association (UCEA).

The majority of higher education institutions use the same UCEA pay spine but each university decides where each of their grades is situated within the spine. The University of Edinburgh has extended the pay spine to spinal point 66.

Grades UE02 to UE09

The uplift to the 51 scale point values is negotiated nationally on an annual basis by UCEA through JNCHE¹ (Joint Negotiation Committee for Higher Education Staff).

Salaries above spinal point 66 and salaries that do not equate to one of the spinal point values on the scale are defined as 'off-scale'. These salaries also receive the same % uplift as agreed for others on the nationally negotiated pay spine.

Grade UE10

Grade UE10 (professorial and equivalent) scale points are determined by the University and are overseen by the [Remuneration Committee](#). The nationally negotiated percentage uplift to the 51 point scale is typically also applied to grade UE10 salaries (including those off-scale) but this will be agreed each year by the Remuneration Committee.

Progression Through the Pay Points of Your Grade

Each UE grade has a specific number of steps (this differs from grade to grade) and there is a 'normal' zone and 'contribution' zone within each grade.

The white zones in the screenshot sample below represent the 'normal zone' and the grey zones represent the 'contribution' zones.

15	6	UE03	1	£26,093
16			2	£26,707
17			3	£27,319
18		UE04	4	£28,031
19			5	£28,778
20	1		6	£29,588
21	2			£30,378
22	3			£31,236
23	4	UE05		£32,080
24	5			£33,002
25	6			£33,951
26	7		1	£34,610
27	8	UE05	2	£35,608
28			3	£36,636
29		UE06	4	£37,694
30			5	£38,784
31			6	£39,906
32	1		7	£41,064
33	2	UE06	8	£42,254

¹ The New Joint Negotiation Committee for Higher Education Staff (New JNCHE) is the central committee for multi-employer negotiations and dialogue on pay and pay-related issues.

Grade UE02 to UE09 staff automatically increment in August each year through the 'normal' pay range for their grade until they reach the maximum point. For example, an employee on Grade UE05 would automatically progress until they reach spinal point 25/step 6 (£33,951).

Progression into the contribution zone is on the basis of exceptional individual contribution in line with the University's Contribution Reward policy (currently under review).

Payment of a first annual increment is subject to completion of three full months' service by 1st August, i.e. to be eligible for an increment, you must have been employed by the University prior to 1st May of that year.

Within Grade UE10, there is annual incremental progression up to spinal point 60/step 6 of the grade UE10 salary range, subject to a satisfactory performance review. Beyond this, progression is contribution related; the salaries of all staff are considered annually, using an approach (currently under review) approved by Remuneration Committee and also Court.

For all grades, different arrangements may apply if you are subject to pay protection arrangements or to formal disciplinary or capability procedures.

Promotions

When an employee is promoted to a higher grade, their new salary will equate to the first step of the new grade or one step higher if they are already paid above that.

Recruitment

When starting employment with the University, employees will usually be placed on the first step of the grade for their role.

Gender Pay Gaps

The gender pay gap measures the difference between the average salaries of men and women across the University.

Under the Equality Act, Scottish Higher Education Institutions with 20 or more staff are subject to devolved regulations, and are required to publish their gender pay gap biennially. Details of the University's Equal Pay Audits and Equal Pay Statements can be found here: [Equal Pay Audits](#).

Real Living Wage

The University is accredited as a Living Wage Employer, voluntarily paying staff no less than the rate set by the Living Wage Foundation. We are committed to continuing to provide this benefit.

Useful Links

[Pay Scales](#)

[Fair Work Statement](#)