

# UNIVERSITY OF EXETER: PAY SCALES, 2011/2012

Spine Point		2011/12 Salary from 1 Aug 2011	Academic Job Families	Key:	2010/2011 Salary from 1 Aug 2010	
56		64,788	Associate Professor (E&R and E&S)	= incremental points	64,638	
55		62,906			= contribution points	62,756
54		61,078		* locally amended/determined points		60,928
53		59,304			59,154	
52		57,581			57,431	
51		55,908			55,758	
50		54,283			54,133	
49		52,706		Senior Lecturer (E&R and E&S), Senior Research Fellow		52,556
48	H	51,424				51,274
47		49,689				49,539
46		48,246			48,096	
45		46,846			46,696	
44		45,486			45,336	
43		44,166			44,016	
42		42,883			42,733	
41		41,639			41,489	
40		40,430	Lecturer (E&R and E&S), Research Fellow			40,280
39	G	39,257			39,107	
38		38,140			37,990	
37		37,012			36,862	
36		35,938			35,788	
35		34,895			34,745	
34		33,884			33,734	
33		32,901			32,751	
32	F	31,948			31,798	
31		31,020		Associate Research Fellow, Associate Lecturer (E&S)		30,870
30		30,122			29,972	
29		29,249			29,099	
28		28,401			28,251	
27		27,578			27,428	
26		26,779			26,629	
25		26,213			26,063	
24		25,251			25,101	
23	E	24,520			24,370	
22		23,811			23,661	
21		23,121		22,971		
20		22,475		22,325		
19		21,802		21,652		
18		21,171		21,021		
17		20,559		20,409		
16		19,972		19,822		
15		19,411		19,261		
14	D	18,868		18,718		
13		18,340		18,190		
12		17,827		17,677		
11		17,329		17,179		
10		16,846		16,696		
9		16,376		16,226		
8		15,932		15,782		
7		15,503		15,353		
6	C	15,151		15,001		
5		14,758		14,608		
4		14,376		14,226		
3	B	14,061		13,911		
2		13,702		13,552		
1	A	13,353		13,203		

**Notes:**  
Points 55 & 56 added to Grade H and point 47 deleted wef 1/8/07

**Progression:**  
Subject to satisfactory performance, and subject to a minimum of six months' service in the grade, increments are payable on 1 August each year until the top normal progression point of the grade is reached. Progression into and through the contribution points is subject to performance in the role.  
(Different arrangements apply to E&R Lecturers on the Professional Development Programme.)

**Apprentices:**  
Pay arrangements are as follows (based on an apprenticeship training towards a grade C position):  
First year (ie from date of appointment to 31 July) = 75% of point 6  
Second year (ie 1 August to 31 July) = 75% of point 7  
Third year (ie 1 August to 31 July) = 75% of point 8  
Should an apprentice subsequently apply and be appointed to a grade C position on completion of the training programme, the first point of C will be applied at 100%.