

# UNIVERSITY OF EXETER: PAY SCALES from 1 Nov 2018 inc 2018 JNCHES award & living wage

| Spine Point | 2018/19 Salary from 1 Nov 2018 | Academic Job Families                                 | Key:  | Apprentices                             |   |
|-------------|--------------------------------|---|---|---|---|
| 71          | £ 111,249                      | Prof Band 3 (spot salaries)                           | = incremental points<br>= contribution points<br>* locally amended/determined points<br>** point 39 is not used for academic appointments in Grade G  |   |   |
| 70          | £ 108,010                      |   |   | Prof Band 2                             |   |
| 69          | £ 104,863                      |   |   |   |   |
| 68          | £ 101,809                      |   |   |   |   |
| 67          | £ 98,843                       |   |   |   |   |
| 66          | £ 95,965                       |   |   |   |   |
| 65          | £ 93,171                       |   |   |   |   |
| 64          | £ 90,457                       |   |   |   |   |
| 63          | £ 87,822                       |   |   |   |   |
| 62          | £ 85,265                       |   |   |   |   |
| 61          | £ 82,781                       | Prof Band 1   | <b>Professorial Pay Scale</b><br>The University of Exeter Professorial pay bands and pay scale were introduced at the beginning of the 2015/16 University year. See the University's Professorial Pay webpages for more information.  |   |   |
| 60          | £ 80,370                       |   |   | Associate Professor (E&R and E&S)       |   |
| 59          | £ 78,029                       |   |   |   |   |
| 58          | £ 75,755                       |   |   |   |   |
| 57          | £ 73,549                       |   |   |   |   |
| 56          | £ 71,407                       |   |   |   |   |
| 55          | £ 69,335                       |   |   |   |   |
| 54          | £ 67,319                       |   |   |   |   |
| 53          | £ 65,364                       |   |   |   |   |
| 52          | £ 63,464                       |   |   |   |   |
| 51          | £ 61,618                       | Senior Lecturer (E&R and E&S), Senior Research Fellow | <b>Progression (grades B to H)</b><br>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.<br><br>(Different arrangements apply to E&R Lecturers on the Professional Development Programme and to Postdoctoral Research Associates.)   |   |   |
| 50          | £ 59,828                       |   |   |   |   |
| 49          | £ 58,089                       |   |   |   |   |
| 48          | £ 56,677                       |   |   |   |   |
| 47          | £ 54,765                       |   |   |   |   |
| 46          | £ 53,174                       |   |   |   |   |
| 45          | £ 51,630                       |   |   |   |   |
| 44          | £ 50,132                       |   |   |   |   |
| 43          | £ 48,677                       |   |   |   |   |
| 42          | £ 47,263                       |   |   | Lecturer (E&R and E&S), Research Fellow | <b>Apprentices</b><br>Should an apprentice subsequently apply and be appointed to a position on completion of the training programme at the same grade as they were paid as an apprentice then the first point of the Grade |
| 41          | £ 45,892                       |   | £43,809   |   |   |
| 40          | £ 44,559                       |   | £42,537   |   |   |
| 39          | £ 43,267                       |   | £41,303   |   |   |
| 38          | £ 42,036                       |   | £40,103   |   |   |
| 37          | £ 40,792                       |   | £30,287   |   |   |
| 36          | £ 39,609                       |   |   |   |   |
| 35          | £ 38,460                       |   | £35,648   |   |   |
| 34          | £ 37,345                       |   | £34,614   |   |   |
| 33          | £ 36,261                       | Associate Lecturer (E&S), Graduate Research Assistant | <b>Changes</b><br><b>Grade H</b><br>From 1 August 2007<br>Points 55 & 56 added to Grade H and point 47 deleted (from this grade).<br><b>Grades A and B</b><br>From 1 January 2014<br>Grade A deleted;<br>Grade B becomes points 3 to 6;<br>Point 3 is the higher of the Living Wage or JNCHES point 3.<br>From 1 August 2018<br><b>Grade B</b><br>Grade B becomes points 5 and 6<br>Point 5 is the higher of the Living Wage or JNCHES point 5.<br><b>Grade C</b><br>The first point of Grade C becomes point 7<br><b>Grade G</b><br>For academic appointments, the first point of Grade G becomes point 40 |   |   |
| 32          | £ 35,211                       |   |   |   | £32,635   |
| 31          | £ 34,189                       |   |   |   | £24,648   |
| 30          | £ 33,199                       |   |   | Postdoctoral Research Associate         |   |
| 29          | £ 32,236                       |   |   |   |   |
| 28          | £ 31,302                       |   |   |   |   |
| 27          | £ 30,395                       |   |   |   |   |
| 26          | £ 29,515                       |   |   |   |   |
| 25          | £ 28,660                       |   |   |   |   |
| 24          | £ 27,830                       |   |   |   |   |
| 23          | £ 27,025                       |   |   |   |   |
| 22          | £ 26,243                       |   |   |   |   |
| 21          | £ 25,482                       |   |   |   |   |
| 20          | £ 24,771                       |   |   |   |   |
| 19          | £ 24,029                       |   |   |   |   |
| 18          | £ 23,334                       |   |   |   |   |
| 17          | £ 22,659                       |   |   |   |   |
| 16          | £ 22,017                       |   |   |   |   |
| 15          | £ 21,414                       |   |   |   |   |
| 14          | £ 20,836                       |   |   |   |   |
| 13          | £ 20,275                       |   |   |   |   |
| 12          | £ 19,730                       |   |   |   |   |
| 11          | £ 19,202                       |   |   |   |   |
| 10          | £ 18,688                       |   |   |   |   |
| 9           | £ 18,189                       |   |   |   |   |
| 8           | £ 17,751                       |   |   |   |   |
| 7           | £ 17,408                       |   |   |   |   |
| 6           | £ 17,082                       |   |   |   |   |
| 5           | £ 17,082                       |   |   |   |   |
| 4           |                                |   |   |   |   |
| 3           |                                |   |   |   |   |
| 2           |                                |   |   |   |   |
| 1           |                                |   |   |   |   |

**JNCHES rate**  
 £17,079  
 £16,766

No longer used  
 Only used for Alternating Shift Allowance  
 No longer used  
 No longer used

**Living Wage**  
 The November 2018 Living Wage is  
 £9.00 per hour  
 £17,082 per annum

Alternating Shift Allowance is 11% of JNCHES point 3 (**£16,146**)

|                           |
|---------------------------|
| £45,119                   |
| £43,809                   |
| £42,537                   |
| £41,303                   |
| £40,103                   |
| £30,287                   |
| £35,648                   |
| £34,614                   |
| £33,611                   |
| £32,635                   |
| £24,648                   |
| £27,356                   |
| £26,564                   |
| £25,794                   |
| £25,047                   |
| £18,918                   |
| £21,626                   |
| £21,001                   |
| £20,393                   |
| £19,815                   |
| £19,273                   |
| £14,585                   |
| £17,282                   |
| £16,819                   |
| £16,370                   |
| £15,976                   |
| £12,186 (Y1)/£15,667 (Y2) |
| £15,374 (Y2)              |
| £11,957 (Y1)              |