

UNIVERSITY OF EXETER APPRENTICESHIP PAY SCALES

Pay rates effective from 1 Aug 2026

NI rates effective from April 2026

Pension Scheme employer contribution rates - USS 14.5% and ERSS 12.0%

Note: this table will give the oncost figure for a full-time whole year appointment only.

	= incremental points
	= contribution points

			Apprentice over 25 years of age								
			In Pension Scheme (not PSX)					Not In Pension Scheme			
Spine Point		Salary from 1 Mar 2025	Pension Scheme	Employer NIC	Employer pension contribution	Apprenticeship Levy	Total	Employer NIC	Apprenticeship Levy	Total	
42		£ 49,404	USS	£ 6,660	£ 7,163	£ 247	£ 63,474	£ 6,660	£ 247	£ 56,311	
41		£ 47,971	USS	£ 6,446	£ 6,955	£ 239	£ 61,610	£ 6,446	£ 239	£ 54,655	
40		£ 46,578	USS	£ 6,237	£ 6,753	£ 232	£ 59,799	£ 6,237	£ 232	£ 53,046	
39	G	£ 45,228	USS	£ 6,034	£ 6,558	£ 226	£ 58,046	£ 6,034	£ 226	£ 51,488	
36		£ 41,444	USS	£ 5,467	£ 6,009	£ 207	£ 53,127	£ 5,467	£ 207	£ 47,118	
35		£ 40,271	USS	£ 5,291	£ 5,839	£ 201	£ 51,602	£ 5,291	£ 201	£ 45,763	
34	F	£ 39,134	USS	£ 5,120	£ 5,674	£ 195	£ 50,123	£ 5,120	£ 195	£ 44,449	
27		£ 32,047	USS	£ 4,057	£ 4,646	£ 160	£ 40,910	£ 4,057	£ 160	£ 36,264	
26		£ 31,149	USS	£ 3,922	£ 4,516	£ 155	£ 39,742	£ 3,922	£ 155	£ 35,226	
25	E	£ 30,556	USS	£ 3,833	£ 4,430	£ 152	£ 38,971	£ 3,833	£ 152	£ 34,541	
23		£ 28,872	ERSS	£ 3,581	£ 3,464	£ 144	£ 36,061	£ 3,581	£ 144	£ 32,597	
22		£ 28,562	ERSS	£ 3,534	£ 3,427	£ 142	£ 35,665	£ 3,534	£ 142	£ 32,238	
21	D	£ 27,790	ERSS	£ 3,419	£ 3,334	£ 138	£ 34,681	£ 3,419	£ 138	£ 31,347	
L7		£ 27,780	ERSS	£ 3,417	£ 3,333	£ 138	£ 34,668	£ 3,417	£ 138	£ 31,335	
L6		£ 27,370	ERSS	£ 3,356	£ 3,284	£ 136	£ 34,146	£ 3,356	£ 136	£ 30,862	
L5	C	£ 26,965	ERSS	£ 3,295	£ 3,235	£ 134	£ 33,629	£ 3,295	£ 134	£ 30,394	
L2		£ 25,681	ERSS	£ 3,102	£ 3,081	£ 128	£ 31,992	£ 3,102	£ 128	£ 28,911	
L1	B	£ 25,528	ERSS	£ 3,079	£ 3,063	£ 127	£ 31,797	£ 3,079	£ 127	£ 28,734	

Apprentice under 25 years of age								
In Pension Scheme (not PSX)					Not In Pension Scheme			
Pension Scheme	Employer NIC	Employer pension contribution	Apprenticeship Levy	Total	Employer NIC	Apprenticeship Levy	Total	
USS	£ -	£ 7,163	£ 247	£ 56,814	£ -	£ 247	£ 49,651	
USS	£ -	£ 6,955	£ 239	£ 55,165	£ -	£ 239	£ 48,210	
USS	£ -	£ 6,753	£ 232	£ 53,563	£ -	£ 232	£ 46,810	
USS	£ -	£ 6,558	£ 226	£ 52,012	£ -	£ 226	£ 45,454	
USS	£ -	£ 6,009	£ 207	£ 47,660	£ -	£ 207	£ 41,651	
USS	£ -	£ 5,839	£ 201	£ 46,311	£ -	£ 201	£ 40,472	
USS	£ -	£ 5,674	£ 195	£ 45,003	£ -	£ 195	£ 39,329	
USS	£ -	£ 4,646	£ 160	£ 36,853	£ -	£ 160	£ 32,207	
USS	£ -	£ 4,516	£ 155	£ 35,820	£ -	£ 155	£ 31,304	
USS	£ -	£ 4,430	£ 152	£ 35,138	£ -	£ 152	£ 30,708	
ERSS	£ -	£ 3,464	£ 144	£ 32,480	£ -	£ 144	£ 29,016	
ERSS	£ -	£ 3,427	£ 142	£ 32,131	£ -	£ 142	£ 28,704	
ERSS	£ -	£ 3,334	£ 138	£ 31,262	£ -	£ 138	£ 27,928	
ERSS	£ -	£ 3,333	£ 138	£ 31,251	£ -	£ 138	£ 27,918	
ERSS	£ -	£ 3,284	£ 136	£ 30,790	£ -	£ 136	£ 27,506	
ERSS	£ -	£ 3,235	£ 134	£ 30,334	£ -	£ 134	£ 27,099	
ERSS	£ -	£ 3,081	£ 128	£ 28,890	£ -	£ 128	£ 25,809	
ERSS	£ -	£ 3,063	£ 127	£ 28,718	£ -	£ 127	£ 25,655	