

**UNIVERSITY OF EXETER APPRENTICESHIP PAY SCALES**

Pay rates effective from 1 Nov 2025

NI rates effective from April 2025

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

Spine Point	Salary from 1 Mar 2025	Apprentice over 25 years of age							Apprentice under 25 years of age								
		In Pension Scheme (not PSX)				Not In Pension Scheme			In Pension Scheme (not PSX)				Not In Pension Scheme				
		Pension Scheme	Employer NIC	Employer pension contribution	Apprenticeship Levy	Total	Employer NIC	Apprenticeship Levy	Total	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	USS	£ -	£ 7,163	£ 247	£ 56,814	£ -	£ 247	£ 49,651
41	£ 47,971	USS	£ 6,446	£ 6,955	£ 239	£ 61,610	£ 6,446	£ 239	£ 54,655	USS	£ -	£ 6,955	£ 239	£ 55,165	£ -	£ 239	£ 48,210
40	£ 46,578	USS	£ 6,237	£ 6,753	£ 232	£ 59,799	£ 6,237	£ 232	£ 53,046	USS	£ -	£ 6,753	£ 232	£ 53,563	£ -	£ 232	£ 46,810
39	£ 45,228	USS	£ 6,034	£ 6,558	£ 226	£ 58,046	£ 6,034	£ 226	£ 51,488	USS	£ -	£ 6,558	£ 226	£ 52,012	£ -	£ 226	£ 45,454
36	£ 41,444	USS	£ 5,467	£ 6,009	£ 207	£ 53,127	£ 5,467	£ 207	£ 47,118	USS	£ -	£ 6,009	£ 207	£ 47,660	£ -	£ 207	£ 41,651
35	£ 40,271	USS	£ 5,291	£ 5,839	£ 201	£ 51,602	£ 5,291	£ 201	£ 45,763	USS	£ -	£ 5,839	£ 201	£ 46,311	£ -	£ 201	£ 40,472
34	£ 39,134	USS	£ 5,120	£ 5,674	£ 195	£ 50,123	£ 5,120	£ 195	£ 44,449	USS	£ -	£ 5,674	£ 195	£ 45,003	£ -	£ 195	£ 39,329
27	£ 32,047	USS	£ 4,057	£ 4,646	£ 160	£ 40,910	£ 4,057	£ 160	£ 36,264	USS	£ -	£ 4,646	£ 160	£ 36,853	£ -	£ 160	£ 32,207
26	£ 31,149	USS	£ 3,922	£ 4,516	£ 155	£ 39,742	£ 3,922	£ 155	£ 35,226	USS	£ -	£ 4,516	£ 155	£ 35,820	£ -	£ 155	£ 31,304
25	£ 30,556	USS	£ 3,833	£ 4,430	£ 152	£ 38,971	£ 3,833	£ 152	£ 34,541	USS	£ -	£ 4,430	£ 152	£ 35,138	£ -	£ 152	£ 30,708
20	£ 27,780	ERSS	£ 3,417	£ 3,333	£ 138	£ 34,668	£ 3,417	£ 138	£ 31,335	ERSS	£ -	£ 3,333	£ 138	£ 31,251	£ -	£ 138	£ 27,918
19	£ 27,780	ERSS	£ 3,417	£ 3,333	£ 138	£ 34,668	£ 3,417	£ 138	£ 31,335	ERSS	£ -	£ 3,333	£ 138	£ 31,251	£ -	£ 138	£ 27,918
18	£ 27,780	ERSS	£ 3,417	£ 3,333	£ 138	£ 34,668	£ 3,417	£ 138	£ 31,335	ERSS	£ -	£ 3,333	£ 138	£ 31,251	£ -	£ 138	£ 27,918
L7	£ 27,780	ERSS	£ 3,417	£ 3,333	£ 138	£ 34,668	£ 3,417	£ 138	£ 31,335	ERSS	£ -	£ 3,333	£ 138	£ 31,251	£ -	£ 138	£ 27,918
L6	£ 27,370	ERSS	£ 3,356	£ 3,284	£ 136	£ 34,146	£ 3,356	£ 136	£ 30,862	ERSS	£ -	£ 3,284	£ 136	£ 30,790	£ -	£ 136	£ 27,506
L5	£ 26,965	ERSS	£ 3,295	£ 3,235	£ 134	£ 33,629	£ 3,295	£ 134	£ 30,394	ERSS	£ -	£ 3,235	£ 134	£ 30,334	£ -	£ 134	£ 27,099
L2	£ 25,681	ERSS	£ 3,102	£ 3,081	£ 128	£ 31,992	£ 3,102	£ 128	£ 28,911	ERSS	£ -	£ 3,081	£ 128	£ 28,890	£ -	£ 128	£ 25,809
L1	£ 25,528	ERSS	£ 3,079	£ 3,063	£ 127	£ 31,797	£ 3,079	£ 127	£ 28,734	ERSS	£ -	£ 3,063	£ 127	£ 28,718	£ -	£ 127	£ 25,655