

# UNIVERSITY OF EXETER: PAY SCALES from 1 Apr 2026

Spine Point	2025/26 Salary from 1 Apr 2026	Academic Job Families	Key:	Apprentices
71	£ 129,211	Prof Band 3 (spot salaries)	= incremental points = contribution points * locally amended/determined points ** point 39 is not used for academic appointments in Grade G	
70	£ 125,448			
69	£ 121,795			
68	£ 118,248			
67	£ 114,801			
66	£ 111,459			
65	£ 108,214			
64	£ 105,062			
63	£ 102,000			
62	£ 99,031			
61	£ 96,146	Prof Band 2	<b>Professorial Pay Scale</b> See the University's Professorial Pay webpages for more information. <a href="http://www.exeter.ac.uk/staff/employment/payandconditions/professorialpay/">http://www.exeter.ac.uk/staff/employment/payandconditions/professorialpay/</a>	
60	£ 93,346			
59	£ 90,628			
58	£ 87,986			
57	£ 85,424			
56	£ 82,935			
55	£ 80,529			
54	£ 78,189			
53	£ 75,917			
52	£ 73,710			
51	£ 71,566	Prof Band 1	<b>Progression (grades B to H)</b> 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 and to Postdoctoral Research Associates.)	
50	£ 69,488			
49	£ 67,468			
48	£ 65,827			
47	£ 63,606			
46	£ 61,759			
45	£ 59,966			
44	£ 58,225			
43	£ 56,535			
42	£ 54,893			
41	£ 53,301	Senior Lecturer (E&R and E&S), Senior Research Fellow		
40	£ 51,753			
39	£ 50,253			
38	£ 48,822			
37	£ 47,389			
36	£ 46,049			
35	£ 44,746			
34	£ 43,482			
31	£ 39,906			
30	£ 38,784			
29	£ 37,694	Associate Professor (E&R and E&S)		
28	£ 36,636			
27	£ 35,608			
26	£ 34,610			
25	£ 33,951			
22	£ 31,736			
21	£ 30,878			
20	£ 30,628			
19	£ 30,628			
18	£ 30,628			
15	£ 26,093	Associate Lecturer (E&S), Graduate Research Assistant		
14	£ 25,804			
13	£ 25,249			
12	£ 24,685			
11	£ 24,215			
8	£ 23,061			
7	£ 22,768			
6	£ 22,595			
5	£ 22,595			
L9	£30,339			
L8	£29,744			
L7	£29,161			
L6	£28,589			
L5	£28,029			
L4	£26,694			
L3	£26,300			
L2	£25,911			
L1	£25,528			
<b>Pay rates in Grades B and C are higher of local rate based on the Living Wage Foundation Living Wage or the national (JNCHEs) rate.</b>				
	Salary from 1 Nov 2025	JNCHEs rate from 1 Aug 25		
L9	£30,339	£ 26,093	15	
L8	£29,744	£ 25,804	14	
L7	£29,161	£ 25,249	13	
L6	£28,589	£ 24,685	12	
L5	£28,029	£ 24,215	11	
L4	£26,694	£ 23,061	8	
L3	£26,300	£ 22,768	7	
L2	£25,911	£ 22,595	6	
L1	£25,528	£ 22,595	5	
<b>Living Wage</b> The November 2025 Living Wage is £13.45 per hour £25,528 per annum				
				£27,780
				£27,370
				£26,965
<b>Shift Allowance</b> Alternating Shift Allowance is £2,100 pa (increased annually in line with JNCHEs %)				
				£25,681
				£25,528

For the avoidance of doubt, under HMRC rules, we regard that all University of Exeter staff are contracted as 'salaried hours workers'. This means that a full-time employee works 36.5 hours a week, 52 weeks a year, so 1,898 hours in total per annum (unless their letter of appointment states an alternative). Part time employees are contracted to work the number of hours specified in their letter of appointment. Employees will receive an annual salary paid in 12 equal monthly instalments.