

UNIVERSITY OF EXETER: PAY SCALES from 1 Aug 2026

Spine Point		2025/26 Salary from 1 Aug 2025	Academic Job Families			Key:	Apprentices			
71		£ 129,211	Prof Band 3 (spot salaries)	Prof Band 2		= incremental points = contribution points * locally amended/determined points ** point 39 is not used for academic appointments in Grade G Professorial Pay Scale See the University's Professorial Pay webpages for more information. http://www.exeter.ac.uk/staff/employment/payandconditions/professorialpay/				
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 1	Associate Professor (E&R and E&S)		Progression (grades B to H) 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.)				
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	Senior Lecturer (E&R and E&S), Senior Research Fellow	Lecturer (E&R and E&S), Research Fellow						
50		£ 69,488								
49		£ 67,468								
48	H	£ 65,827								
47		£ 63,606								
46		£ 61,759								
45		£ 59,966								
44		£ 58,225								
43		£ 56,535								
42		£ 54,893								
41		£ 53,301	Associate Lecturer (E&S), Graduate Research Assistant	Postdoctoral Research Associate						
40		£ 51,753								
39	G	£ 50,253								
38		£ 48,822								
37		£ 47,389								
36		£ 46,049								
35		£ 44,746								
34	F	£ 43,482								
31		£ 39,906								
30		£ 38,784								
29		£ 37,694	Associate Lecturer (E&S), Graduate Research Assistant	Postdoctoral Research Associate						
28		£ 36,636								
27		£ 35,608								
26		£ 34,610								
25	E	£ 33,951								
23		£ 32,080								
22		£ 31,736								
21	D	£ 30,878								
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.										
L9		£30,339								Apprentices When apprentices have completed their apprenticeship and are appointed to a substantive position in the same grade, they will be moved to an appropriate point on the main pay scale which is nearest to (but no less than) their current salary.
L8		£29,744								
L7		£29,161								
L6		£28,589								
L5	C	£28,029								
L4		£26,694								
L3		£26,300								
L2		£25,911								
L1	B	£25,528								
20		£ 29,588	Living Wage	The November 2025 Living Wage is	£13.45 per hour	£27,780				
19		£ 28,778								
18		£ 28,031								
17		£ 27,319	Shift Allowance	Alternating Shift Allowance is £2,100 pa (increased annually in line with JNCHEs %)		£27,370				
16		£ 26,707								
15		£ 26,093								
14		£ 25,804				£26,965				
13		£ 25,249								
12		£ 24,685								
							£49,404			
							£47,971			
							£46,578			
							£45,228			
							£41,444			
							£40,271			
							£39,134			
							£32,047			
							£31,149			
							£30,556			
							£28,872			
							£28,562			
							£27,790			
							£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.