

UNIVERSITY OF EXETER: PAY SCALES from 1 Aug 2025

Spine Point	2025/26 Salary from 1 Aug 2025	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	Professorial Pay Scale See the University's Professorial Pay webpages for more information. http://www.exeter.ac.uk/staff/employment/payandconditions/professorialpay/				
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				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.)	
51	£ 71,566						
50	£ 69,488						
49	£ 67,468						
48	£ 65,827						
47	£ 63,606						
46	£ 61,759						
45	£ 59,966						
44	£ 58,225						
43	£ 56,535	Senior Lecturer (E&R and E&S), Senior Research Fellow	Lecturer (E&R and E&S), Research Fellow				
42	£ 54,893						
41	£ 53,301						
40	£ 51,753						
39	£ 50,253						
38	£ 48,822						
37	£ 47,389						
36	£ 46,049						
35	£ 44,746						
34	£ 43,482				Associate Lecturer (E&S), Graduate Research Assistant	Postdoctoral Research Associate	
31	£ 39,906						
30	£ 38,784						
29	£ 37,694						
28	£ 36,636						
27	£ 35,608						
26	£ 34,610						
25	£ 33,951						
22	£ 31,236	Associate Professor (E&R and E&S), Senior Research Fellow	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.				
21	£ 30,378						
20	£ 29,588						
19	£ 28,778						
18	£ 28,031						
15	£ 26,093				Living Wage The November 2025 Living Wage is £13.45 per hour £25,528 per annum		
14	£ 25,804						
13	£ 25,249						
12	£ 24,685						
11	£ 24,215						
8	£ 23,061	Shift Allowance Alternating Shift Allowance is £2,100 pa (increased annually in line with JNCHES %)					
7	£ 22,768						
6	£ 22,595						
5	£ 22,595						

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.

Spine Point	Salary from 1 Nov 2025	JNCHES rate from 1 Aug 25
L9	£30,339	£ 26,093
L8	£29,744	£ 25,804
L7	£29,161	£ 25,249
L6	£28,589	£ 24,685
L5	£28,029	£ 24,215
L4	£26,694	£ 23,061
L3	£26,300	£ 22,768
L2	£25,911	£ 22,595
L1	£25,528	£ 22,595

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.