

UNIVERSITY OF EXETER PAY SCALES

Pay rates effective from 1 August 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

			In Pension Scheme (not PSX)					Not In Pension Scheme		
Spine Point		Salary from 1 Aug 2025	Pension Scheme	Employer NIC	Employer pension contribution	Apprenticeship Levy	Total	Employer NIC	Apprenticeship Levy	Total
71		£ 129,211	USS	£ 18,632	£ 18,735	£ 646	£ 167,224	£ 18,632	£ 646	£ 148,489
70		£ 125,448	USS	£ 18,067	£ 18,189	£ 627	£ 162,331	£ 18,067	£ 627	£ 144,142
69		£ 121,795	USS	£ 17,519	£ 17,660	£ 608	£ 157,582	£ 17,519	£ 608	£ 139,922
68		£ 118,248	USS	£ 16,987	£ 17,145	£ 591	£ 152,971	£ 16,987	£ 591	£ 135,826
67		£ 114,801	USS	£ 16,470	£ 16,646	£ 574	£ 148,491	£ 16,470	£ 574	£ 131,845
66		£ 111,459	USS	£ 15,969	£ 16,161	£ 557	£ 144,146	£ 15,969	£ 557	£ 127,985
65		£ 108,214	USS	£ 15,482	£ 15,691	£ 541	£ 139,928	£ 15,482	£ 541	£ 124,237
64		£ 105,062	USS	£ 15,009	£ 15,233	£ 525	£ 135,829	£ 15,009	£ 525	£ 120,596
63		£ 102,000	USS	£ 14,550	£ 14,790	£ 510	£ 131,850	£ 14,550	£ 510	£ 117,060
62		£ 99,031	USS	£ 14,105	£ 14,359	£ 495	£ 127,990	£ 14,105	£ 495	£ 113,631
61		£ 96,146	USS	£ 13,672	£ 13,941	£ 480	£ 124,239	£ 13,672	£ 480	£ 110,298
60		£ 93,346	USS	£ 13,252	£ 13,535	£ 466	£ 120,599	£ 13,252	£ 466	£ 107,064
59		£ 90,628	USS	£ 12,844	£ 13,141	£ 453	£ 117,066	£ 12,844	£ 453	£ 103,925
58		£ 87,986	USS	£ 12,448	£ 12,757	£ 439	£ 113,630	£ 12,448	£ 439	£ 100,873
57		£ 85,424	USS	£ 12,064	£ 12,386	£ 427	£ 110,301	£ 12,064	£ 427	£ 97,915
56		£ 82,935	USS	£ 11,690	£ 12,025	£ 414	£ 107,064	£ 11,690	£ 414	£ 95,039
55		£ 80,529	USS	£ 11,329	£ 11,676	£ 402	£ 103,936	£ 11,329	£ 402	£ 92,260
54		£ 78,189	USS	£ 10,978	£ 11,337	£ 390	£ 100,894	£ 10,978	£ 390	£ 89,557
53		£ 75,917	USS	£ 10,638	£ 11,007	£ 379	£ 97,941	£ 10,638	£ 379	£ 86,934
52		£ 73,710	USS	£ 10,307	£ 10,687	£ 368	£ 95,072	£ 10,307	£ 368	£ 84,385
51		£ 71,566	USS	£ 9,985	£ 10,377	£ 357	£ 92,285	£ 9,985	£ 357	£ 81,908
50		£ 69,488	USS	£ 9,673	£ 10,075	£ 347	£ 89,583	£ 9,673	£ 347	£ 79,508
49		£ 67,468	USS	£ 9,370	£ 9,782	£ 337	£ 86,957	£ 9,370	£ 337	£ 77,175
48	H	£ 65,827	USS	£ 9,124	£ 9,544	£ 329	£ 84,824	£ 9,124	£ 329	£ 75,280
47		£ 63,606	USS	£ 8,791	£ 9,222	£ 318	£ 81,937	£ 8,791	£ 318	£ 72,715
46		£ 61,759	USS	£ 8,514	£ 8,955	£ 308	£ 79,536	£ 8,514	£ 308	£ 70,581
45		£ 59,966	USS	£ 8,245	£ 8,695	£ 299	£ 77,205	£ 8,245	£ 299	£ 68,510
44		£ 58,225	USS	£ 7,984	£ 8,442	£ 291	£ 74,942	£ 7,984	£ 291	£ 66,500
43		£ 56,535	USS	£ 7,730	£ 8,197	£ 282	£ 72,744	£ 7,730	£ 282	£ 64,547
42		£ 54,893	USS	£ 7,484	£ 7,959	£ 274	£ 70,610	£ 7,484	£ 274	£ 62,651
41		£ 53,301	USS	£ 7,245	£ 7,728	£ 266	£ 68,540	£ 7,245	£ 266	£ 60,812
40		£ 51,753	USS	£ 7,013	£ 7,504	£ 258	£ 66,528	£ 7,013	£ 258	£ 59,024
39	G	£ 50,253	USS	£ 6,788	£ 7,286	£ 251	£ 64,578	£ 6,788	£ 251	£ 57,292
38		£ 48,822	USS	£ 6,573	£ 7,079	£ 244	£ 62,718	£ 6,573	£ 244	£ 55,639
37		£ 47,389	USS	£ 6,358	£ 6,871	£ 236	£ 60,854	£ 6,358	£ 236	£ 53,983
36		£ 46,049	USS	£ 6,157	£ 6,677	£ 230	£ 59,113	£ 6,157	£ 230	£ 52,436
35		£ 44,746	USS	£ 5,962	£ 6,488	£ 223	£ 57,419	£ 5,962	£ 223	£ 50,931
34	F	£ 43,482	USS	£ 5,772	£ 6,304	£ 217	£ 55,775	£ 5,772	£ 217	£ 49,471
31		£ 39,906	USS	£ 5,236	£ 5,786	£ 199	£ 51,127	£ 5,236	£ 199	£ 45,341
30		£ 38,784	USS	£ 5,068	£ 5,623	£ 193	£ 49,668	£ 5,068	£ 193	£ 44,045
29		£ 37,694	USS	£ 4,904	£ 5,465	£ 188	£ 48,251	£ 4,904	£ 188	£ 42,786
28		£ 36,636	USS	£ 4,745	£ 5,312	£ 183	£ 46,876	£ 4,745	£ 183	£ 41,564
27		£ 35,608	USS	£ 4,591	£ 5,163	£ 178	£ 45,540	£ 4,591	£ 178	£ 40,377
26		£ 34,610	USS	£ 4,442	£ 5,018	£ 173	£ 44,243	£ 4,442	£ 173	£ 39,225
25	E	£ 33,951	USS	£ 4,343	£ 4,922	£ 169	£ 43,385	£ 4,343	£ 169	£ 38,463
Salary from 1 Aug 2026										
23		£ 32,080	ERSS	£ 4,062	£ 3,849	£ 160	£ 40,151	£ 4,062	£ 160	£ 36,302
22		£ 31,736	ERSS	£ 4,010	£ 3,808	£ 158	£ 39,712	£ 4,010	£ 158	£ 35,904
21	D	£ 30,878	ERSS	£ 3,882	£ 3,705	£ 154	£ 38,619	£ 3,882	£ 154	£ 34,914
Salary from 1 Nov 2025										
L9		£ 30,339	ERSS	£ 3,801	£ 3,640	£ 151	£ 37,931	£ 3,801	£ 151	£ 34,291
L8		£ 29,744	ERSS	£ 3,712	£ 3,569	£ 148	£ 37,173	£ 3,712	£ 148	£ 33,604
L7		£ 29,161	ERSS	£ 3,624	£ 3,499	£ 145	£ 36,429	£ 3,624	£ 145	£ 32,930
L6		£ 28,589	ERSS	£ 3,538	£ 3,430	£ 142	£ 35,699	£ 3,538	£ 142	£ 32,269
L5	C	£ 28,029	ERSS	£ 3,454	£ 3,363	£ 140	£ 34,986	£ 3,454	£ 140	£ 31,623
L4		£ 26,694	ERSS	£ 3,254	£ 3,203	£ 133	£ 33,284	£ 3,254	£ 133	£ 30,081
L3		£ 26,300	ERSS	£ 3,195	£ 3,156	£ 131	£ 32,782	£ 3,195	£ 131	£ 29,626
L2		£ 25,911	ERSS	£ 3,137	£ 3,109	£ 129	£ 32,286	£ 3,137	£ 129	£ 29,177
L1	B	£ 25,528	ERSS	£ 3,079	£ 3,063	£ 127	£ 31,797	£ 3,079	£ 127	£ 28,734

It should be noted that the above tables have been prepared on the assumption that Grade E staff within a pension scheme are members of USS.
(Although new staff in Grade E will join USS some existing staff in Grade E elected to remain members of ERSS when the Framework Agreement was introduced.)
The following table re-calculates for those in Grade E on the assumption that the staff are members of ERSS.

New staff in Grade E will join USS.

			In Pension Scheme (not PSX)			
Spine Point		Salary from 1 Aug 2025	Pension Scheme	Employer NIC	Employer pension contribution	Total
31		£ 39,906	ERSS	£ 5,236	£ 4,788	£ 50,129
30		£ 38,784	ERSS	£ 5,068	£ 4,654	£ 48,699
29		£ 37,694	ERSS	£ 4,904	£ 4,523	£ 47,309
28		£ 36,636	ERSS	£ 4,745	£ 4,396	£ 45,960
27		£ 35,608	ERSS	£ 4,591	£ 4,272	£ 44,649