

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 2026	Pension Scheme	Employer NIC	Employer pension contribution	Apprenticeship Levy	Total	Employer NIC	Apprenticeship Levy	Total
71			£ 131,795	USS	£ 19,019	£ 19,110	£ 658	£ 170,582	£ 19,019	£ 658	£ 151,472
70			£ 127,957	USS	£ 18,444	£ 18,553	£ 639	£ 165,593	£ 18,444	£ 639	£ 147,040
69			£ 124,231	USS	£ 17,885	£ 18,013	£ 621	£ 160,750	£ 17,885	£ 621	£ 142,737
68			£ 120,613	USS	£ 17,342	£ 17,488	£ 603	£ 156,046	£ 17,342	£ 603	£ 138,558
67			£ 117,097	USS	£ 16,815	£ 16,979	£ 585	£ 151,476	£ 16,815	£ 585	£ 134,497
66			£ 113,688	USS	£ 16,303	£ 16,484	£ 568	£ 147,043	£ 16,303	£ 568	£ 130,559
65			£ 110,378	USS	£ 15,807	£ 16,004	£ 551	£ 142,740	£ 15,807	£ 551	£ 126,736
64			£ 107,163	USS	£ 15,324	£ 15,538	£ 535	£ 138,560	£ 15,324	£ 535	£ 123,022
63			£ 104,040	USS	£ 14,856	£ 15,085	£ 520	£ 134,501	£ 14,856	£ 520	£ 119,416
62			£ 101,012	USS	£ 14,402	£ 14,646	£ 505	£ 130,565	£ 14,402	£ 505	£ 115,919
61			£ 98,069	USS	£ 13,960	£ 14,220	£ 490	£ 126,739	£ 13,960	£ 490	£ 112,519
60			£ 95,213	USS	£ 13,532	£ 13,805	£ 476	£ 123,026	£ 13,532	£ 476	£ 109,221
59			£ 92,441	USS	£ 13,116	£ 13,403	£ 462	£ 119,422	£ 13,116	£ 462	£ 106,019
58			£ 89,746	USS	£ 12,712	£ 13,013	£ 448	£ 115,919	£ 12,712	£ 448	£ 102,906
57			£ 87,132	USS	£ 12,320	£ 12,634	£ 435	£ 112,521	£ 12,320	£ 435	£ 99,887
56			£ 84,594	USS	£ 11,939	£ 12,266	£ 422	£ 109,221	£ 11,939	£ 422	£ 96,955
55			£ 82,140	USS	£ 11,571	£ 11,910	£ 410	£ 106,031	£ 11,571	£ 410	£ 94,121
54			£ 79,753	USS	£ 11,213	£ 11,564	£ 398	£ 102,928	£ 11,213	£ 398	£ 91,364
53			£ 77,435	USS	£ 10,865	£ 11,228	£ 387	£ 99,915	£ 10,865	£ 387	£ 88,687
52			£ 75,184	USS	£ 10,528	£ 10,901	£ 375	£ 96,988	£ 10,528	£ 375	£ 86,087
51			£ 72,997	USS	£ 10,200	£ 10,584	£ 364	£ 94,145	£ 10,200	£ 364	£ 83,561
50			£ 70,878	USS	£ 9,882	£ 10,277	£ 354	£ 91,391	£ 9,882	£ 354	£ 81,114
49			£ 68,817	USS	£ 9,573	£ 9,978	£ 344	£ 88,712	£ 9,573	£ 344	£ 78,734
48		H	£ 67,144	USS	£ 9,322	£ 9,735	£ 335	£ 86,536	£ 9,322	£ 335	£ 76,801
47			£ 64,878	USS	£ 8,982	£ 9,407	£ 324	£ 83,591	£ 8,982	£ 324	£ 74,184
46			£ 62,994	USS	£ 8,699	£ 9,134	£ 314	£ 81,141	£ 8,699	£ 314	£ 72,007
45			£ 61,165	USS	£ 8,425	£ 8,868	£ 305	£ 78,763	£ 8,425	£ 305	£ 69,895
44			£ 59,390	USS	£ 8,159	£ 8,611	£ 296	£ 76,456	£ 8,159	£ 296	£ 67,845
43			£ 57,666	USS	£ 7,900	£ 8,361	£ 288	£ 74,215	£ 7,900	£ 288	£ 65,854
42			£ 55,991	USS	£ 7,649	£ 8,118	£ 279	£ 72,037	£ 7,649	£ 279	£ 63,919
41			£ 54,367	USS	£ 7,405	£ 7,883	£ 271	£ 69,926	£ 7,405	£ 271	£ 62,043
40			£ 52,788	USS	£ 7,168	£ 7,654	£ 263	£ 67,873	£ 7,168	£ 263	£ 60,219
39	G		£ 51,258	USS	£ 6,939	£ 7,432	£ 256	£ 65,885	£ 6,939	£ 256	£ 58,453
38			£ 49,798	USS	£ 6,720	£ 7,220	£ 248	£ 63,986	£ 6,720	£ 248	£ 56,766
37			£ 48,337	USS	£ 6,501	£ 7,008	£ 241	£ 62,087	£ 6,501	£ 241	£ 55,079
36			£ 46,970	USS	£ 6,296	£ 6,810	£ 234	£ 60,310	£ 6,296	£ 234	£ 53,500
35			£ 45,641	USS	£ 6,096	£ 6,617	£ 228	£ 58,582	£ 6,096	£ 228	£ 51,965
34		F	£ 44,352	USS	£ 5,903	£ 6,431	£ 221	£ 56,907	£ 5,903	£ 221	£ 50,476
31			£ 40,704	USS	£ 5,356	£ 5,902	£ 203	£ 52,165	£ 5,356	£ 203	£ 46,263
30			£ 39,560	USS	£ 5,184	£ 5,736	£ 197	£ 50,677	£ 5,184	£ 197	£ 44,941
29			£ 38,448	USS	£ 5,017	£ 5,574	£ 192	£ 49,231	£ 5,017	£ 192	£ 43,657
28			£ 37,369	USS	£ 4,855	£ 5,418	£ 186	£ 47,828	£ 4,855	£ 186	£ 42,410
27			£ 36,320	USS	£ 4,698	£ 5,266	£ 181	£ 46,465	£ 4,698	£ 181	£ 41,199
26			£ 35,302	USS	£ 4,545	£ 5,118	£ 176	£ 45,141	£ 4,545	£ 176	£ 40,023
25	E		£ 34,630	USS	£ 4,445	£ 5,021	£ 173	£ 44,269	£ 4,445	£ 173	£ 39,248
23			£ 32,722	ERSS	£ 4,158	£ 3,926	£ 163	£ 40,969	£ 4,158	£ 163	£ 37,043
22			£ 31,861	ERSS	£ 4,029	£ 3,823	£ 159	£ 39,872	£ 4,029	£ 159	£ 36,049
21		D	£ 30,986	ERSS	£ 3,898	£ 3,718	£ 154	£ 38,756	£ 3,898	£ 154	£ 35,038
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			£ 26,320	ERSS	£ 3,198	£ 3,158	£ 131	£ 32,807	£ 3,198	£ 131	£ 29,649
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