

UNIVERSITY OF EXETER: PAY SCALES from 1 August & 1 November 2024, and 1 March 2025

Spine Point	2024/25		Academic Job Families		
	Salary from 1 Aug 2024	Salary from 1 Mar 2025			
71		£ 125,219	£ 127,427	Prof Band 3 (spot salaries)	Prof Band 2
70		£ 121,599	£ 123,716		
69		£ 118,083	£ 120,113		
68		£ 114,671	£ 116,615		
67		£ 111,355	£ 113,216		
66		£ 108,139	£ 109,920		
65		£ 105,017	£ 106,720		
64		£ 101,984	£ 103,611		
63		£ 99,039	£ 100,592		
62		£ 96,182	£ 97,664		
61		£ 93,406	£ 94,819	Prof Band 1	Associate Professor (E&R and E&S)
60		£ 90,712	£ 92,057		
59		£ 88,097	£ 89,377		
58		£ 85,555	£ 86,771		
57		£ 83,090	£ 84,245		
56		£ 80,695	£ 81,790		
55		£ 78,380	£ 79,417		
54		£ 76,128	£ 77,109		
53		£ 73,943	£ 74,869		
52		£ 71,819	£ 72,692		
51		£ 69,757	£ 70,578	Senior Lecturer (E&R and E&S), Senior Research Fellow	Lecturer (E&R and E&S), Research Fellow
50		£ 67,757	£ 68,528		
49		£ 65,814	£ 66,537		
48	H	£ 64,235	£ 64,918		
47		£ 62,098	£ 62,728		
46		£ 60,321	£ 60,907		
45		£ 58,596	£ 59,138		
44		£ 56,921	£ 57,422		
43		£ 55,295	£ 55,755		
42		£ 53,715	£ 54,135		
41		£ 52,183	£ 52,565	Associate Lecturer (E&S), Graduate Research Assistant	Postdoctoral Research Associate
40		£ 50,694	£ 51,039		
39	G	£ 49,250	£ 49,559		
38		£ 47,874	£ 48,148		
37		£ 46,485	£ 46,735		
36		£ 45,163	£ 45,413		
35		£ 43,878	£ 44,128		
34	F	£ 42,632	£ 42,882		
31		£ 39,105	£ 39,355		
30		£ 37,999	£ 38,249		
29		£ 36,924	£ 37,174		
28		£ 35,880	£ 36,130		
27		£ 34,866	£ 35,116		
26		£ 33,882	£ 34,132		
25	E	£ 33,232	£ 33,482		
22		£ 30,505	£ 30,805		
21		£ 29,659	£ 29,959		
20		£ 28,879	£ 29,179		
19		£ 28,081	£ 28,381		
18	D	£ 27,344	£ 27,644		

Key:

	= incremental points
■	= contribution points

* locally amended/determined points

** point 39 is not used for academic appointments in Grade G

Professional Pay Scale

See the University's Professional Pay webpages for more information. <http://www.exeter.ac.uk/staff/employment/payandconditions/professional-pay/>

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)

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.

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.

	Salary from 1 Aug 2024	Salary from 1 Nov 2024	JNCHEs rates	Aug 2024	Mar 2025
L9		£ 27,069	15	£25,433	£25,733
L8		£ 26,538	14	£25,148	£25,448
L7		£ 26,017	13	£24,600	£24,900
L6		£ 25,507	12	£24,044	£24,344
L5	C	£ 25,007	11	£23,581	£23,881
L4		£ 23,816	8	£22,443	£22,743
L3		£ 23,464	7	£22,154	£22,454
L2		£ 23,118	6	£21,848	£22,148
L1	B	£ 22,776	5	£21,780	£22,080

Living Wage	
November 2024 Living Wage is	£12.60 per hour
	£23,915 per annum

Shift Allowance	
Alternating Shift Allowance is	£2071 pa (increased annually in line with JNCHEs %)

Apprentices		
	1 Aug 2024	1 Nov 2024
	£ 24,785	£ 26,025
	£ 24,419	£ 25,640
	£ 24,058	£ 25,261
	£ 22,913	£ 24,058
	£ 22,776	£ 23,915