

UNIVERSITY OF EXETER: PAY SCALES from 1 August 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
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
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
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
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

Professorial Pay Scale

See the University's Professorial Pay webpages for more information.
<http://www.exeter.ac.uk/staff/employment/payandconditions/professorial-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	
1 Aug 2024	1 Mar 2025
£ 48,344	£ 48,722
£ 46,965	£ 47,309
£ 45,625	£ 45,935
£ 44,325	£ 44,603
£ 40,647	£ 40,872
£ 39,490	£ 39,715
£ 38,369	£ 38,594
£ 31,379	£ 31,604
£ 30,494	£ 30,719
£ 29,909	£ 30,134
£ 25,991	£ 26,261
£ 25,273	£ 25,543
£ 24,785	£ 24,880
£ 24,785	£ -
£ 24,419	£ -
£ 24,058	£ -
£ 22,913	£ -
£ 22,776	£ -

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.

Spine Point	Salary from 1 Aug 2024	JNCHEs rates	Aug 2024	Mar 2025
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	£ 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	£ 22,776	5	£21,780	£22,080

Grades B and C will be reviewed in November 2024 following the publication of the new Living Wage Foundation Living Wage

Living Wage

November 2023 Living Wage is
 £12.00 per hour
 £22,776 per annum

See note for grades B&C

Shift Allowance

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