

UNIVERSITY OF EXETER: PAY SCALES from 1 Aug 2025

Spine Point	2025/26 Salary from 1 Aug 2025	Academic Job Families		Apprentices
71		Prof Band 3 (spot salaries)		
70				
69				
68				
67				
66				
65				
64				
63				
62				
61				
60				
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48	H			
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42				
41				
40				
39	G			
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37				
36				
35				
34	F			
31				
30				
29				
28				
27				
26				
25	E			
22				
21				
20				
19				
18	D			
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.				
L9				
L8				
L7				
L6				
L5	C			
L4				
L3				
L2				
L1	B			

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/professorialpay/>

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.

Living Wage

The November 2024 Living Wage is

£12.60 per hour

£23,915 per annum

Shift Allowance

Alternating Shift Allowance is £2,100 pa (increased annually in line with JNCHES %)

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.