

University of Southampton Pay Scales – From 1 August 2025

Level 1a

Spine Point	Annual Salary	Hourly Rate	Notes
10	£23,984	£12.78	Core Zone, Spot Rate
11	£24,215	£12.90	Higher Responsibility Zone

Level 1b

Spine Point	Annual Salary	Hourly Rate	Notes
11	£24,215	£12.90	Core Zone, Minimum
12	£24,685	£13.15	Core Zone, Maximum
13	£25,249	£13.45	Higher Responsibility Zone
14	£25,804	£13.75	Higher Responsibility Zone

Level 2a

Spine Point	Annual Salary	Hourly Rate	Notes
13	£25,249	£13.45	Core Zone, Minimum
14	£25,804	£13.75	Core Zone
15	£26,093	£13.90	Core Zone
16	£26,707	£14.23	Core Zone, Maximum
17	£27,319	£14.55	Higher Responsibility Zone
18	£28,031	£14.93	Higher Responsibility Zone

Level 2b

Spine Point	Annual Salary	Hourly Rate	Notes
17	£27,319	£14.55	Core Zone, Minimum
18	£28,031	£14.93	Core Zone
19	£28,778	£15.33	Core Zone
20	£29,588	£15.76	Core Zone
21	£30,378	£16.18	Core Zone, Maximum
22	£31,236	£16.64	Higher Responsibility Zone
23	£32,080	£17.09	Higher Responsibility Zone
24	£33,002	£17.58	Higher Responsibility Zone

Level 3

Spine Point	Annual Salary	Hourly Rate	Notes
22	£31,236	£17.12	Core Zone, Minimum
23	£32,080	£17.58	Core Zone
24	£33,002	£18.08	Core Zone
25	£33,951	£18.60	Core Zone
26	£34,610	£18.96	Core Zone
27	£35,608	£19.51	Core Zone, Maximum
28	£36,636	£20.07	Higher Responsibility Zone
29	£37,694	£20.65	Higher Responsibility Zone
30	£38,784	£21.25	Higher Responsibility Zone
31	£39,906	£21.87	Higher Responsibility Zone
32	£41,064	£22.50	Higher Responsibility Zone

Level 4

Spine Point	Annual Salary	Notes
28	£36,636	Core Zone, Minimum (except Lecturers)
29	£37,694	Core Zone
30	£38,784	Core Zone
31	£39,906	Core Zone, Lecturer Minimum
32	£41,064	Core Zone
33	£42,254	Core Zone
34	£43,482	Core Zone
35	£44,746	Core Zone, Maximum
36	£46,049	Higher Responsibility Zone
37	£47,389	Higher Responsibility Zone
38	£48,822	Higher Responsibility Zone
39	£50,253	Higher Responsibility Zone
40	£51,753	Higher Responsibility Zone

Level 5

Spine Point	Annual Salary	Notes
36	£46,049	Core Zone, Minimum
37	£47,389	Core Zone
38	£48,822	Core Zone
39	£50,253	Core Zone
40	£51,753	Core Zone
41	£53,301	Core Zone
42	£54,893	Core Zone
43	£56,535	Core Zone
44	£58,225	Core Zone, Maximum
45	£59,966	Higher Responsibility Zone
46	£61,759	Higher Responsibility Zone
47	£63,606	Higher Responsibility Zone
48	£65,509	Higher Responsibility Zone
49	£67,468	Higher Responsibility Zone

Level 6

Spine Point	Annual Salary	Notes
45	£59,966	Core Zone, Minimum
46	£61,759	Core Zone
47	£63,606	Core Zone
48	£65,509	Core Zone
49	£67,468	Core Zone
50	£69,488	Core Zone
51	£71,566	Core Zone
52	£73,183	Core Zone
53	£74,851	Core Zone, Maximum

ERE Level 7 Band A

Spine Point	Annual Salary	Notes
A-1	£78,052	Minimum
A-2	£78,832	
A-3	£79,620	
A-4	£80,417	
A-5	£81,221	
A-6	£82,033	
A-7	£82,853	
A-8	£83,682	
A-9	£84,519	
A-10	£85,364	
A-11	£86,218	
A-12	£87,080	
A-13	£87,951	
A-14	£88,830	
A-15	£89,718	
A-16	£90,616	
A-17	£91,522	
A-18	£92,437	
A-19	£93,361	
A-20	£94,295	
A-21	£95,238	
A-22	£96,190	
A-23	£97,152	
A-24	£98,124	
A-25	£99,105	
A-26	£100,096	
A-27	£101,097	
A-28	£102,108	
A-29	£103,129	
A-30	£104,160	
A-31	£105,202	
A-32	£106,254	
A-33	£107,316	
A-34	£108,390	
A-35	£109,473	
A-36	£110,568	Maximum

ERE Level 7 Band B

Spine Point	Annual Salary	Notes
B-1	£112,396	Minimum
B-2	£113,520	
B-3	£114,655	
B-4	£115,802	
B-5	£116,960	
B-6	£118,129	
B-7	£119,310	
B-8	£120,504	
B-9	£121,709	
B-10	£122,926	
B-11	£124,155	
B-12	£125,396	Maximum

ERE Level 7 Band C

Spine Point	Annual Salary	Notes
C-1	£127,967	Minimum
C-2	£129,246	
C-3	£130,539	
C-4	£131,844	
C-5	£133,163	
C-6	£134,494	
C-7	£135,839	
C-8	£137,198	
C-9	£138,570	
C-10	£139,955	
C-11	£141,355	
C-12	£142,769	
C-13	£144,196	
C-14	£145,638	
C-15	£147,095	
C-16	£148,565	
C-17	£150,051	
C-18	£151,552	

MSA Level 7

Spine Point	Annual Salary	Notes
1	£76,349	Minimum

Clinical Academic Pay Scales – From 1 April 2025

AMNL and AMRF

Spine Point	Annual Salary	Notes
1	£46,675	Core Spine Point, Minimum
2	£50,175	Core Spine Point
3	£52,291	Core Spine Point
4	£54,843	Core Spine Point
5	£57,397	Core Spine Point
6	£59,950	Core Spine Point
7	£62,502	Core Spine Point
8	£65,056	Core Spine Point
9	£67,610	Core Spine Point
10	£74,360	Core Spine Point
11	£80,081	Core Spine Point, Maximum

AMNS, AMSF and AMNR

Spine Point	Annual Salary	Notes
10	£74,360	Core Spine Point, Minimum
11	£80,081	Core Spine Point
12	£82,701	Core Spine Point
13	£88,210	Core Spine Point
14	£95,229	Core Spine Point
15	£100,084	Core Spine Point, Maximum

AMCS and AMCF

Spine Point	Annual Salary	Notes
16	£85,732	Core Spine Point, Minimum
17	£91,867	Core Spine Point
18	£98,003	Core Spine Point
19	£104,138	Core Spine Point
20	£111,133	Core Spine Point, Maximum

AMPL

Spine Point	Annual Salary	Notes
1	£46,675	Core Spine Point, Minimum
2	£50,175	Core Spine Point
3	£52,291	Core Spine Point
4	£54,843	Core Spine Point
5	£57,397	Core Spine Point
6	£59,950	Core Spine Point
7	£62,502	Core Spine Point
8	£65,056	Core Spine Point, Maximum
9	£67,610	Discretionary Spine Point
10	£74,360	Discretionary Spine Point
11	£80,081	Discretionary Spine Point

AMPS

Spine Point	Annual Salary	Notes
10	£74,360	Core Spine Point, Minimum
11	£80,081	Core Spine Point
12	£82,701	Core Spine Point
13	£88,210	Core Spine Point, Maximum
14	£95,229	Discretionary Spine Point
15	£100,084	Discretionary Spine Point

CADT

Nodal Point	Annual Salary	Notes
1	£38,831	FY1
2	£44,439	FY2
3	£52,656	ST1/CT1 or ST2/CT2
4	£65,048	ST3/CT3 to ST5
5	£73,992	ST6 to ST8

Clinical Consultant Pay Scales – From 1 April 2025

NHS Consultants First Appointed After 1 February 2004 (MC72)

Years Seniority	Annual Salary	Notes
0	£109,725	
1	£109,725	
2	£109,725	
3	£116,182	
4	£119,490	
5	£119,490	
6	£119,490	
7	£119,490	
8	£131,058	
9	£131,058	
10	£131,058	
11	£131,058	
12	£131,058	
13	£131,058	
14+	£145,478	

NHS Consultants First Appointed Before 1 February 2004 (MC73)

Years Seniority	Annual Salary	Notes
All	£145,478	