

## Education, Research and Enterprise Pathway Level 7 Pay Scales

August 2021 (with USS increase WEF 01.10.2021)

Point	Annual	with USS pension (non-salary sacrifice)				with USS pension via salary sacrifice				
		Employer NIC	Employer Pension	App Levy	Total Cost	Employer NIC	Employer Pension	Adjusted salary (annual less Ee's pension)	App Levy	Total Cost
			<b>21.4%</b>					<b>9.8%</b>		
A-1 (101)	£68,077	£8,175	£14,568	£340	£91,160	£7,254	£14,568	£61,405	£307	£90,207
A-2 (102)	£68,758	£8,269	£14,714	£344	£92,084	£7,339	£14,714	£62,020	£310	£91,121
A-3 (103)	£69,446	£8,364	£14,861	£347	£93,018	£7,424	£14,861	£62,640	£313	£92,045
A-4 (104)	£70,140	£8,459	£15,010	£351	£93,960	£7,511	£15,010	£63,266	£316	£92,977
A-5 (105)	£70,841	£8,556	£15,160	£354	£94,911	£7,598	£15,160	£63,899	£319	£93,919
A-6 (106)	£71,549	£8,654	£15,311	£358	£95,872	£7,686	£15,311	£64,537	£323	£94,869
A-7 (107)	£72,264	£8,753	£15,464	£361	£96,842	£7,775	£15,464	£65,182	£326	£95,830
A-8 (108)	£72,987	£8,852	£15,619	£365	£97,823	£7,865	£15,619	£65,834	£329	£96,801
A-9 (109)	£73,717	£8,953	£15,775	£369	£98,814	£7,956	£15,775	£66,493	£332	£97,781
A-10 (110)	£74,454	£9,055	£15,933	£372	£99,814	£8,048	£15,933	£67,158	£336	£98,771
A-11 (111)	£75,199	£9,158	£16,093	£376	£100,826	£8,141	£16,093	£67,829	£339	£99,771
A-12 (112)	£75,951	£9,261	£16,254	£380	£101,846	£8,234	£16,254	£68,508	£343	£100,781
A-13 (113)	£76,711	£9,366	£16,416	£384	£102,877	£8,329	£16,416	£69,193	£346	£101,802
A-14 (114)	£77,478	£9,472	£16,580	£387	£103,917	£8,424	£16,580	£69,885	£349	£102,832
A-15 (115)	£78,253	£9,579	£16,746	£391	£104,969	£8,521	£16,746	£70,584	£353	£103,873
A-16 (116)	£79,036	£9,687	£16,914	£395	£106,032	£8,618	£16,914	£71,290	£356	£104,924
A-17 (117)	£79,826	£9,796	£17,083	£399	£107,104	£8,717	£17,083	£72,003	£360	£105,985
A-18 (118)	£80,624	£9,906	£17,254	£403	£108,187	£8,816	£17,254	£72,723	£364	£107,057
A-19 (119)	£81,430	£10,017	£17,426	£407	£109,281	£8,916	£17,426	£73,450	£367	£108,139
A-20 (120)	£82,244	£10,130	£17,600	£411	£110,385	£9,017	£17,600	£74,184	£371	£109,233
A-21 (121)	£83,066	£10,243	£17,776	£415	£111,501	£9,120	£17,776	£74,926	£375	£110,337
A-22 (122)	£83,897	£10,358	£17,954	£419	£112,628	£9,223	£17,954	£75,675	£378	£111,453
A-23 (123)	£84,736	£10,474	£18,134	£424	£113,767	£9,328	£18,134	£76,432	£382	£112,579
A-24 (124)	£85,583	£10,591	£18,315	£428	£114,916	£9,433	£18,315	£77,196	£386	£113,717
A-25 (125)	£86,439	£10,709	£18,498	£432	£116,078	£9,540	£18,498	£77,968	£390	£114,866
A-26 (126)	£87,303	£10,828	£18,683	£437	£117,250	£9,647	£18,683	£78,747	£394	£116,027
A-27 (127)	£88,176	£10,948	£18,870	£441	£118,435	£9,756	£18,870	£79,535	£398	£117,199
A-28 (128)	£89,058	£11,070	£19,058	£445	£119,631	£9,866	£19,058	£80,330	£402	£118,384
A-29 (129)	£89,949	£11,193	£19,249	£450	£120,841	£9,977	£19,249	£81,134	£406	£119,580
A-30 (130)	£90,848	£11,317	£19,441	£454	£122,060	£10,088	£19,441	£81,945	£410	£120,788
A-31 (131)	£91,756	£11,442	£19,636	£459	£123,293	£10,201	£19,636	£82,764	£414	£122,007
A-32 (132)	£92,674	£11,569	£19,832	£463	£124,538	£10,316	£19,832	£83,592	£418	£123,240
A-33 (133)	£93,601	£11,697	£20,031	£468	£125,797	£10,431	£20,031	£84,428	£422	£124,485
A-34 (134)	£94,537	£11,826	£20,231	£473	£127,067	£10,548	£20,231	£85,272	£426	£125,742
A-35 (135)	£95,482	£11,957	£20,433	£477	£128,349	£10,665	£20,433	£86,125	£431	£127,011
A-36 (136)	£96,437	£12,088	£20,638	£482	£129,646	£10,784	£20,638	£86,986	£435	£128,294
B-1 (201)	£98,030	£12,308	£20,978	£490	£131,806	£10,982	£20,978	£88,423	£442	£130,433
B-2 (202)	£99,010	£12,443	£21,188	£495	£133,137	£11,104	£21,188	£89,307	£447	£131,749
B-3 (203)	£100,000	£12,580	£21,400	£500	£134,480	£11,228	£21,400	£90,200	£451	£133,079
B-4 (204)	£101,000	£12,718	£21,614	£505	£135,837	£11,352	£21,614	£91,102	£456	£134,422
B-5 (205)	£102,010	£12,857	£21,830	£510	£137,208	£11,478	£21,830	£92,013	£460	£135,778
B-6 (206)	£103,030	£12,998	£22,048	£515	£138,591	£11,605	£22,048	£92,933	£465	£137,148
B-7 (207)	£104,060	£13,140	£22,269	£520	£139,990	£11,733	£22,269	£93,862	£469	£138,531
B-8 (208)	£105,101	£13,284	£22,492	£526	£141,403	£11,863	£22,492	£94,801	£474	£139,929
B-9 (209)	£106,152	£13,429	£22,717	£531	£142,829	£11,993	£22,717	£95,749	£479	£141,341
B-10 (210)	£107,214	£13,576	£22,944	£536	£144,270	£12,126	£22,944	£96,707	£484	£142,767
B-11 (211)	£108,286	£13,724	£23,173	£541	£145,724	£12,259	£23,173	£97,674	£488	£144,207
B-12 (212)	£109,369	£13,873	£23,405	£547	£147,194	£12,394	£23,405	£98,651	£493	£145,661
C-1 (301)	£111,612	£14,183	£23,885	£558	£150,238	£12,673	£23,885	£100,674	£503	£148,673
C-2 (302)	£112,728	£14,337	£24,124	£564	£151,752	£12,812	£24,124	£101,681	£508	£150,172
C-3 (303)	£113,855	£14,492	£24,365	£569	£153,281	£12,952	£24,365	£102,697	£513	£151,686
C-4 (304)	£114,994	£14,649	£24,609	£575	£154,827	£13,094	£24,609	£103,725	£519	£153,215
C-5 (305)	£116,144	£14,808	£24,855	£581	£156,388	£13,237	£24,855	£104,762	£524	£154,760
C-6 (306)	£117,307	£14,968	£25,103	£587	£157,963	£13,382	£25,103	£105,809	£529	£156,319
C-7 (307)	£118,478	£15,130	£25,354	£592	£159,554	£13,528	£25,354	£106,867	£534	£157,894
C-8 (308)	£119,663	£15,294	£25,608	£598	£161,163	£13,675	£25,608	£107,936	£540	£159,486
C-9 (309)	£120,860	£15,459	£25,864	£604	£162,787	£13,824	£25,864	£109,016	£545	£161,093
C-10 (310)	£122,069	£15,626	£26,123	£610	£164,428	£13,975	£26,123	£110,106	£551	£162,717
C-11 (311)	£123,290	£15,794	£26,384	£616	£166,085	£14,127	£26,384	£111,208	£556	£164,357
C-12 (312)	£124,523	£15,964	£26,648	£623	£167,758	£14,280	£26,648	£112,320	£562	£166,013
C-13 (313)	£125,768	£16,136	£26,914	£629	£169,447	£14,435	£26,914	£113,443	£567	£167,685
C-14 (314)	£127,026	£16,310	£27,184	£635	£171,155	£14,592	£27,184	£114,577	£573	£169,374
C-15 (315)	£128,296	£16,485	£27,455	£641	£172,877	£14,750	£27,455	£115,723	£579	£171,080
C-16 (316)	£129,579	£16,662	£27,730	£648	£174,619	£14,910	£27,730	£116,880	£584	£172,803

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		Employer NIC	Employer Pension	App Levy	Total Cost	Employer NIC	Employer Pension	Adjusted salary (annual less Ee's pension)	App Levy	Total Cost
C-17 (317)	£130,875	£16,841	£28,007	£654	£176,377	£15,071	£28,007	£118,049	£590	£174,543
C-18 (318)	£132,184	£17,021	£28,287	£661	£178,153	£15,234	£28,287	£119,230	£596	£176,301
C-19 (319)	£133,506	£17,204	£28,570	£668	£179,947	£15,398	£28,570	£120,422	£602	£178,077
C-20 (320)	£134,841	£17,388	£28,856	£674	£181,759	£15,565	£28,856	£121,627	£608	£179,870
C-21 (321)	£136,189	£17,574	£29,144	£681	£183,588	£15,732	£29,144	£122,842	£614	£181,680
C-22 (322)	£137,551	£17,762	£29,436	£688	£185,437	£15,902	£29,436	£124,071	£620	£183,509
C-23 (323)	£138,927	£17,952	£29,730	£695	£187,304	£16,073	£29,730	£125,312	£627	£185,357
C-24 (324)	£140,316	£18,144	£30,028	£702	£189,189	£16,246	£30,028	£126,565	£633	£187,223
C-25 (325)	£141,719	£18,337	£30,328	£709	£191,093	£16,421	£30,328	£127,831	£639	£189,107
C-26 (326)	£143,136	£18,533	£30,631	£716	£193,016	£16,597	£30,631	£129,109	£646	£191,010
C-27 (327)	£144,567	£18,730	£30,937	£723	£194,957	£16,775	£30,937	£130,399	£652	£192,932
C-28 (328)	£146,013	£18,930	£31,247	£730	£196,920	£16,955	£31,247	£131,704	£659	£194,873
C-29 (329)	£147,473	£19,131	£31,559	£737	£198,901	£17,137	£31,559	£133,021	£665	£196,834
C-30 (330)	£148,948	£19,335	£31,875	£745	£200,903	£17,321	£31,875	£134,351	£672	£198,815
C-31 (331)	£150,437	£19,540	£32,194	£752	£202,924	£17,506	£32,194	£135,694	£678	£200,815
C-32 (332)	£151,941	£19,748	£32,515	£760	£204,964	£17,693	£32,515	£137,051	£685	£202,835
C-33 (333)	£153,460	£19,958	£32,840	£767	£207,025	£17,882	£32,840	£138,421	£692	£204,875
C-34 (334)	£154,995	£20,169	£33,169	£775	£209,108	£18,073	£33,169	£139,805	£699	£206,936
C-35 (335)	£156,545	£20,383	£33,501	£783	£211,212	£18,266	£33,501	£141,204	£706	£209,018
C-36 (336)	£158,110	£20,599	£33,836	£791	£213,336	£18,461	£33,836	£142,615	£713	£211,120
C-37 (337)	£159,691	£20,817	£34,174	£798	£215,481	£18,658	£34,174	£144,041	£720	£213,243
C-38 (338)	£161,288	£21,038	£34,516	£806	£217,648	£18,857	£34,516	£145,482	£727	£215,388
C-39 (339)	£162,901	£21,260	£34,861	£815	£219,837	£19,057	£34,861	£146,937	£735	£217,554
C-40 (340)	£164,530	£21,485	£35,209	£823	£222,047	£19,260	£35,209	£148,406	£742	£219,742
C-41 (341)	£166,175	£21,712	£35,561	£831	£224,279	£19,465	£35,561	£149,890	£749	£221,951
C-42 (342)	£167,837	£21,942	£35,917	£839	£226,535	£19,672	£35,917	£151,389	£757	£224,183
C-43 (343)	£169,515	£22,173	£36,276	£848	£228,812	£19,881	£36,276	£152,903	£765	£226,436
C-44 (344)	£171,210	£22,407	£36,639	£856	£231,112	£20,092	£36,639	£154,431	£772	£228,713
C-45 (345)	£172,922	£22,643	£37,005	£865	£233,435	£20,305	£37,005	£155,976	£780	£231,012
C-46 (346)	£174,651	£22,882	£37,375	£873	£235,781	£20,520	£37,375	£157,535	£788	£233,334
C-47 (347)	£176,398	£23,123	£37,749	£882	£238,152	£20,737	£37,749	£159,111	£796	£235,680
C-48 (348)	£178,162	£23,366	£38,127	£891	£240,546	£20,957	£38,127	£160,702	£804	£238,049
C-49 (349)	£179,944	£23,612	£38,508	£900	£242,964	£21,179	£38,508	£162,309	£812	£240,442
C-50 (350)	£181,743	£23,861	£38,893	£909	£245,405	£21,403	£38,893	£163,932	£820	£242,858
C-51 (351)	£183,560	£24,111	£39,282	£918	£247,871	£21,629	£39,282	£165,571	£828	£245,299
C-52 (352)	£185,396	£24,365	£39,675	£927	£250,363	£21,857	£39,675	£167,227	£836	£247,764
C-53 (353)	£187,250	£24,621	£40,072	£936	£252,879	£22,088	£40,072	£168,900	£844	£250,254
C-54 (354)	£189,123	£24,879	£40,472	£946	£255,420	£22,321	£40,472	£170,589	£853	£252,770
C-55 (355)	£191,014	£25,140	£40,877	£955	£257,986	£22,557	£40,877	£172,295	£861	£255,309
C-56 (356)	£192,924	£25,404	£41,286	£965	£260,578	£22,794	£41,286	£174,017	£870	£257,844
C-57 (357)	£194,853	£25,670	£41,699	£974	£263,196	£23,035	£41,699	£175,757	£879	£260,465
C-58 (358)	£196,802	£25,939	£42,116	£984	£265,841	£23,277	£42,116	£177,515	£888	£263,082
C-59 (359)	£198,770	£26,210	£42,537	£994	£268,511	£23,522	£42,537	£179,291	£896	£265,725
C-60 (360)	£200,758	£26,485	£42,962	£1,004	£271,208	£23,770	£42,962	£181,084	£905	£268,395
C-61 (361)	£202,766	£26,762	£43,392	£1,014	£273,934	£24,020	£43,392	£182,895	£914	£271,092
C-62 (362)	£204,794	£27,042	£43,826	£1,024	£276,686	£24,272	£43,826	£184,724	£924	£273,816
C-63 (363)	£206,842	£27,324	£44,264	£1,034	£279,464	£24,527	£44,264	£186,571	£933	£276,566
C-64 (364)	£208,910	£27,610	£44,707	£1,045	£282,271	£24,784	£44,707	£188,437	£942	£279,343
C-65 (365)	£210,999	£27,898	£45,154	£1,055	£285,106	£25,044	£45,154	£190,321	£952	£282,149
C-66 (366)	£213,109	£28,189	£45,605	£1,066	£287,969	£25,307	£45,605	£192,224	£961	£284,982
C-67 (367)	£215,240	£28,483	£46,061	£1,076	£290,860	£25,572	£46,061	£194,146	£971	£287,844
C-68 (368)	£217,392	£28,780	£46,522	£1,087	£293,781	£25,840	£46,522	£196,088	£980	£290,734
C-69 (369)	£219,566	£29,080	£46,987	£1,098	£296,731	£26,111	£46,987	£198,049	£990	£293,654
C-70 (370)	£221,762	£29,383	£47,457	£1,109	£299,711	£26,384	£47,457	£200,029	£1,000	£296,603
C-71 (371)	£223,980	£29,689	£47,932	£1,120	£302,721	£26,660	£47,932	£202,030	£1,010	£299,582
C-72 (372)	£226,220	£29,998	£48,411	£1,131	£305,761	£26,939	£48,411	£204,050	£1,020	£302,590