

The table below shows typical employment costs at each spine point on the University's Level 1-6 pay scales, including employer National Insurance contributions, employer pension contributions and Apprenticeship Levy costs.

- Pay scales are as at **1 March 2025**. Pension contribution rates are as at **1 January 2024**.
- National Insurance is calculated using the rates and thresholds valid from **6 April 2025 to 5 April 2026**.
- It is assumed that employees participate in the salary sacrifice arrangements for PASNAS/USRF/USS.
- All values are indicative and should not be used for formal costing.
- Please liaise with your normal Finance contact if you have a formal costing requirement.

		Annual Salary	...with PASNAS pension via salary sacrifice			...with USRF pension via salary sacrifice			...with USS pension via salary sacrifice		
			TOTAL COST	per hour (35h/wk)	per hour (36h/wk)	TOTAL COST	per hour (35h/wk)	per hour (36h/wk)	TOTAL COST	per hour (nominal)	
5 HRZ	Level 6	53	£73,818						£94,515	£51.79	
		52	£72,173						£92,393	£50.63	
		51	£70,579						£90,335	£49.50	
		50	£68,529						£87,689	£48.05	
		49	£66,537						£85,119	£46.64	
Level 5	4 HRZ	48	£64,605						£82,626	£45.27	
		47	£62,728						£80,203	£43.95	
		46	£60,907						£77,853	£42.66	
		45	£59,139						£75,572	£41.41	
		44	£57,422						£73,356	£40.19	
Level 4	3 HRZ	43	£55,755						£71,204	£39.02	
		42	£54,136						£69,115	£37.87	
		41	£52,566						£67,089	£36.76	
		40	£51,039						£65,118	£35.68	
		39	£49,559						£63,208	£34.63	
Level 3	2b HRZ	38	£48,149						£61,389	£33.64	
		37	£46,735						£59,564	£32.64	
		36	£45,413						£57,857	£31.70	
		35	£44,128						£56,199	£30.79	
		34	£42,882						£54,591	£29.91	
Level 2a	HRZ	33	£41,671						£53,028	£29.06	
		32	£40,497	£52,396	£28.71		£51,013	£27.95		£51,513	£28.23
		31	£39,355	£50,897	£27.89		£49,554	£27.15		£50,039	£27.42
		30	£38,249	£49,445	£27.09		£48,140	£26.38		£48,612	£26.64
		29	£37,174	£48,035	£26.32		£46,766	£25.63		£47,225	£25.88
Level 2b	HRZ	28	£36,130	£46,665	£25.57		£45,431	£24.89		£45,877	£25.14
		27	£35,116	£45,334	£24.84		£44,135	£24.18			
		26	£34,132	£44,043	£24.13		£42,878	£23.49			
		25	£33,482	£43,190	£23.67		£42,047	£23.04			
		24	£32,546	£41,961	£22.99	£22.35	£40,850	£22.38	£21.76		
Level 1a	HRZ	23	£31,637	£40,769	£22.34	£21.72	£39,689	£21.75	£21.14		
		22	£30,805	£39,677	£21.74	£21.14	£38,625	£21.16	£20.58		
		21	£29,959	£38,566	£21.13	£20.55	£37,543	£20.57	£20.00		
		20	£29,179	£37,543		£20.00	£36,546		£19.47		
		19	£28,381	£36,496		£19.44	£35,527		£18.93		
Level 1b	HRZ	18	£27,644	£35,528		£18.93	£34,585		£18.42		
		17	£26,942	£34,607		£18.44	£33,687		£17.95		
		16	£26,338	£33,814		£18.01	£32,916		£17.53		
		15	£25,733	£33,020		£17.59	£32,142		£17.12		
		14	£25,448	£32,646		£17.39	£31,777		£16.93		
Level 1c	HRZ	13	£24,900	£31,927		£17.01	£31,077		£16.56		
		12	£24,344	£31,198		£16.62	£30,367		£16.18		
		11	£23,881	£30,590		£16.30	£29,774		£15.86		
10	£23,653	£30,290		£16.14	£29,483		£15.71				