

Indicative employment costs including salary on-costs - ERE Level 7

The table below shows typical employment costs at each spine point on the University's ERE Level 7 pay scales, including Apprenticeship Levy costs, employer National Insurance contributions and employer pension contributions to the USS (on a salary sacrifice or non-salary sacrifice basis) and NHS pension schemes.

Notes:

- 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.

- Pay scales are as at **1 August 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**.

ERE Level	Annual Salary	...with USS pension via salary sacrifice					...with USS pension (non-salary sacrifice)					...with NHS pension (2015 scheme, non-salary sacrifice)					
		Adjusted salary	Employer pension	Employer NI	App Levy	TOTAL COST	per hour (nominal)	Employer pension	Employer NI	App Levy	TOTAL COST	per hour (nominal)	Employer pension	Employer NI	App Levy	TOTAL COST	per hour (nominal)
A-1 (101)	£76,052	£73,291	£11,318	£10,244	£366	£99,980	£54.78	£11,318	£10,958	£390	£100,718	£55.19	£12,988	£10,958	£390	£102,388	£56.10
A-2 (102)	£78,832	£74,023	£11,431	£10,353	£370	£100,886	£55.33	£11,431	£11,075	£394	£101,732	£55.74	£13,118	£11,075	£394	£103,419	£56.67
A-3 (103)	£79,620	£74,763	£11,545	£10,464	£374	£102,003	£55.89	£11,545	£11,193	£398	£102,756	£56.30	£13,249	£11,193	£398	£104,460	£57.24
A-4 (104)	£80,417	£75,512	£11,660	£10,577	£378	£103,032	£56.46	£11,660	£11,313	£402	£103,793	£56.87	£13,381	£11,313	£402	£105,513	£57.82
A-5 (105)	£81,221	£76,267	£11,777	£10,690	£381	£104,069	£57.02	£11,777	£11,433	£406	£104,837	£57.44	£13,515	£11,433	£406	£106,575	£58.40
A-6 (106)	£82,033	£77,029	£11,895	£10,804	£385	£105,117	£57.60	£11,895	£11,555	£410	£105,893	£58.02	£13,650	£11,555	£410	£107,648	£58.99
A-7 (107)	£82,853	£77,798	£12,014	£10,920	£389	£106,176	£58.18	£12,014	£11,678	£414	£106,959	£58.61	£13,787	£11,678	£414	£108,732	£59.58
A-8 (108)	£83,682	£78,577	£12,134	£11,037	£393	£107,246	£58.76	£12,134	£11,802	£418	£108,036	£59.20	£13,925	£11,802	£418	£109,827	£60.18
A-9 (109)	£84,519	£79,363	£12,255	£11,155	£397	£108,326	£59.36	£12,255	£11,928	£423	£109,125	£59.79	£14,064	£11,928	£423	£110,934	£60.79
A-10 (110)	£85,364	£80,157	£12,378	£11,274	£401	£109,417	£59.95	£12,378	£12,055	£427	£110,224	£60.40	£14,205	£12,055	£427	£112,050	£61.40
A-11 (111)	£86,218	£80,959	£12,502	£11,394	£405	£110,518	£60.56	£12,502	£12,183	£431	£111,334	£61.00	£14,347	£12,183	£431	£113,179	£62.02
A-12 (112)	£87,080	£81,768	£12,627	£11,515	£409	£111,630	£61.17	£12,627	£12,312	£435	£112,454	£61.62	£14,490	£12,312	£435	£114,318	£62.64
A-13 (113)	£87,951	£82,586	£12,753	£11,638	£413	£112,755	£61.78	£12,753	£12,443	£440	£113,587	£62.24	£14,635	£12,443	£440	£115,469	£63.27
A-14 (114)	£88,830	£83,411	£12,880	£11,762	£417	£113,889	£62.40	£12,880	£12,575	£444	£114,730	£62.87	£14,781	£12,575	£444	£116,630	£63.91
A-15 (115)	£89,718	£84,245	£13,009	£11,887	£421	£115,035	£63.03	£13,009	£12,708	£449	£115,884	£63.50	£14,929	£12,708	£449	£117,904	£64.55
A-16 (116)	£90,616	£85,088	£13,139	£12,013	£425	£116,194	£63.67	£13,139	£12,842	£453	£117,050	£64.14	£15,079	£12,842	£453	£118,990	£65.20
A-17 (117)	£91,522	£85,939	£13,271	£12,141	£430	£117,363	£64.31	£13,271	£12,978	£458	£118,228	£64.78	£15,229	£12,978	£458	£120,187	£65.86
A-18 (118)	£92,437	£86,798	£13,403	£12,270	£434	£118,544	£64.96	£13,403	£13,116	£462	£119,419	£65.43	£15,382	£13,116	£462	£121,397	£66.52
A-19 (119)	£93,361	£87,666	£13,537	£12,400	£438	£119,577	£65.61	£13,537	£13,254	£467	£120,619	£66.09	£15,535	£13,254	£467	£122,617	£67.19
A-20 (120)	£94,295	£88,543	£13,673	£12,531	£443	£120,741	£66.27	£13,673	£13,394	£471	£121,833	£66.76	£15,691	£13,394	£471	£123,651	£67.86
A-21 (121)	£95,238	£89,428	£13,810	£12,664	£447	£122,159	£66.94	£13,810	£13,536	£476	£123,060	£67.43	£15,848	£13,536	£476	£125,098	£68.55
A-22 (122)	£96,190	£90,322	£13,948	£12,798	£452	£123,387	£67.61	£13,948	£13,679	£481	£124,298	£68.11	£16,006	£13,679	£481	£126,356	£69.24
A-23 (123)	£97,152	£91,226	£14,087	£12,934	£456	£124,629	£68.29	£14,087	£13,823	£486	£125,548	£68.79	£16,166	£13,823	£486	£127,627	£69.93
A-24 (124)	£98,124	£92,138	£14,228	£13,071	£461	£125,884	£68.98	£14,228	£13,969	£491	£126,812	£69.49	£16,328	£13,969	£491	£128,911	£70.64
A-25 (125)	£99,105	£93,060	£14,370	£13,209	£465	£127,150	£69.67	£14,370	£14,116	£496	£128,087	£70.18	£16,491	£14,116	£496	£130,208	£71.35
A-26 (126)	£100,096	£93,990	£14,514	£13,349	£470	£128,429	£70.37	£14,514	£14,264	£500	£129,374	£70.89	£16,656	£14,264	£500	£131,516	£72.06
A-27 (127)	£101,097	£94,930	£14,659	£13,490	£475	£129,721	£71.08	£14,659	£14,415	£505	£130,677	£71.60	£16,823	£14,415	£505	£133,849	£72.79
A-28 (128)	£102,102	£95,879	£14,806	£13,632	£479	£131,025	£71.79	£14,806	£14,566	£511	£131,996	£72.32	£16,991	£14,566	£511	£134,575	£73.52
A-29 (129)	£103,129	£96,838	£14,954	£13,784	£484	£132,343	£72.52	£14,954	£14,719	£516	£133,317	£73.05	£17,161	£14,719	£516	£135,524	£74.26
A-30 (130)	£104,160	£97,806	£15,103	£13,921	£489	£133,673	£73.25	£15,103	£14,874	£521	£134,658	£73.79	£17,332	£14,874	£521	£136,887	£75.01
A-31 (131)	£105,202	£98,785	£15,254	£14,068	£494	£135,018	£73.98	£15,254	£15,030	£526	£136,012	£74.53	£17,506	£15,030	£526	£138,264	£75.76
A-32 (132)	£106,254	£99,773	£15,407	£14,216	£499	£136,376	£74.73	£15,407	£15,188	£531	£137,380	£75.28	£17,681	£15,188	£531	£139,654	£76.52
A-33 (133)	£107,316	£100,770	£15,561	£14,365	£504	£137,746	£75.48	£15,561	£15,347	£537	£138,760	£76.03	£17,857	£15,347	£537	£141,057	£77.29
A-34 (134)	£108,390	£101,778	£15,717	£14,517	£509	£139,132	£76.24	£15,717	£15,509	£542	£140,158	£76.80	£18,036	£15,509	£542	£142,477	£78.07
A-35 (135)	£109,473	£102,795	£15,874	£14,669	£514	£140,530	£77.00	£15,874	£15,671	£547	£141,565	£77.57	£18,216	£15,671	£547	£143,908	£78.85
A-36 (136)	£110,568	£103,823	£16,032	£14,824	£519	£141,943	£77.78	£16,032	£15,835	£553	£142,988	£78.35	£18,399	£15,835	£553	£145,354	£79.65

B-1 (201)	£112,396	£108,546	£16,287	£15,081	£528	£144,302	£79.07	£16,287	£16,109	£562	£145,364	£79.65	£18,703	£16,109	£562	£147,776	£80.97
B-2 (202)	£113,520	£108,595	£16,460	£15,239	£533	£145,752	£79.86	£16,460	£16,278	£568	£146,826	£80.45	£18,890	£16,278	£568	£149,255	£81.78
B-3 (203)	£114,655	£107,661	£16,625	£15,399	£538	£147,217	£80.67	£16,625	£16,448	£573	£148,301	£81.26	£19,079	£16,448	£573	£150,755	£82.61
B-4 (204)	£115,802	£108,738	£16,791	£15,561	£544	£148,698	£81.48	£16,791	£16,620	£579	£149,792	£82.08	£19,269	£16,620	£579	£152,270	£83.44
B-5 (205)	£116,960	£109,828	£16,959	£15,724	£549	£150,192	£82.30	£16,959	£16,794	£585	£151,298	£82.90	£19,462	£16,794	£585	£153,801	£84.27
B-6 (206)	£118,129	£110,923	£17,129	£15,888	£555	£151,700	£83.12	£17,129	£16,969	£591	£152,817	£83.74	£19,657	£16,969	£591	£155,345	£85.12
B-7 (207)	£119,310	£112,032	£17,300	£16,055	£560	£153,225	£83.96	£17,300	£17,147	£597	£154,354	£84.58	£19,853	£17,147	£597	£156,907	£85.98
B-8 (208)	£120,504	£113,153	£17,473	£16,223	£566	£154,766	£84.80	£17,473	£17,326	£603	£155,906	£85.43	£20,052	£17,326	£603	£158,484	£86.84
B-9 (209)	£121,709	£114,285	£17,648	£16,393	£571	£156,321	£85.66	£17,648	£17,506	£609	£157,471	£86.29	£20,252	£17,506	£609	£160,076	£87.71
B-10 (210)	£122,926	£115,428	£17,824	£16,564	£577	£157,891	£86.52	£17,824	£17,689	£615	£159,054	£87.15	£20,455	£17,689	£615	£161,685	£88.59
B-11 (211)	£124,155	£116,582	£18,002	£16,737	£583	£159,477	£87.38	£18,002	£17,873	£621	£160,651	£88.03	£20,659	£17,873	£621	£163,308	£89.48
B-12 (212)	£125,396	£117,747	£18,182	£16,912	£589	£161,079	£88.26	£18,182	£18,059	£627	£162,264	£88.91	£20,866	£18,059	£627	£164,948	£90.38

C-1 (301)	£127,967	£120,161	£18,555	£17,274	£601	£164,397	£90.08	£18,555	£18,445	£640	£165,697	£90.74	£21,294	£18,445	£640	£168,346	£92.24
C-2 (302)	£129,246	£121,362	£18,741	£17,454	£607	£166,047	£90.98	£18,741	£18,637	£646	£167,270	£91.65	£21,507	£18,637	£646	£170,036	£91.92
C-3 (303)	£130,539	£122,576	£18,928	£17,636	£613	£167,716	£91.90	£18,928	£18,831	£653	£168,951	£92.58	£21,722	£18,831	£653	£171,744	£94.01
C-4 (304)	£131,844	£123,600	£19,117	£18,026	£619	£169,400	£92.82	£19,117	£19,027	£659	£170,648	£93.51	£21,939	£19,027	£659	£173,469	£95.05
C-5 (305)	£133,163	£125,040	£19,309	£18,086	£625	£171,103	£93.75	£19,309	£19,224	£666	£172,361	£94.44	£22,158	£19,224	£666	£175,211	£96.01
C-6 (306)	£134,484	£126,924	£19,500	£18,383	£631	£173,107	£94.70	£19,500	£19,417	£677	£174,365	£95.19	£22,373	£19,417	£677	£178,066	£97.68
C-7 (307)	£135,805	£128,807	£19,697	£18,683	£637	£175,156	£95.69	£19,697	£19,628	£678	£176,362	£96.04	£22,588	£19,628	£678	£179,748	£99.97
C-8 (308)	£137,129	£130,726	£19,884	£18,754	£644	£176,710	£96.61	£19,884	£19,830	£686	£177,608	£97.32	£22,830	£19,830	£686	£180,544	£98.93
C-9 (309)	£138,578	£132,117	£20,093	£18,868	£651	£178,881	£97.58	£20,093	£20,036	£693	£179,392	£98.30	£23,058	£20,036	£693	£182,357	£99.92
C-10 (310)	£139,955	£133,418	£20,293	£18,963	£657	£179,689	£98.56	£20,293	£20,243	£700	£181,011	£99.28	£23,289	£20,243	£700	£184,186	£100.94
C-11 (311)	£141,355	£135,792	£20,496	£19,160	£664	£181,675	£99.55	£20,496	£20,453	£707	£183,191	£100.28	£23,521	£20,453	£707	£186,036	£101.92
C-12 (312)	£142,769	£137,066	£20,702	£19,359	£670	£183,500	£100.55	£20,702	£20,665	£714	£184,849	£101.29	£23,757	£20,665	£714	£187,905	£102.96
C-13 (313)	£144,136	£138,496	£20,908	£19,560	£677	£185,341	£101.56	£20,908	£20,879	£721	£186,784	£102.30	£23,994	£20,879	£721	£189,790	£103.93
C-14 (314)	£145,638	£140,764	£21,118	£19,763	£684	£187,202	£102.58	£21,118	£21,096	£728	£188,580	£103.33	£24,234	£21,096	£728	£191,696	£105.04
C-15 (315)	£147,164	£142,289	£21,329	£19,964	£691	£189,213	£103.63	£21,329	£21,307	£735	£190,583	£104.33	£24,461	£21,307	£735	£194,845	£106.76
C-16 (316)	£148,705	£143,824	£21,542	£20,175	£698	£190,979	£104.65	£21,542	£21,535	£743	£193,383	£105.42	£24,721	£21,535	£743	£198,564	£108.51
C-17 (317)	£150,051	£145,898	£21,757	£20,385	£704	£192,898	£105.70	£21,757	£21,758	£750	£194,317	£106.47	£24,968	£21,758	£750	£197,528	£108.61
C-18 (318)	£151,552	£147,207	£21,975	£20,596	£712	£194,836	£106.76	£21,975	£21,983	£758	£196,268	£107.54	£25,218	£21,983	£758	£199,511	£109.32
C-19 (319)	£153,067	£148,918	£22,195	£20,809	£719	£196,788	£107.83	£22,195	£22,210	£765	£198,237	£108.62	£25,470	£22,210	£765	£201,513	£110.54
C-20 (320)	£154,598	£150,168	£22,417	£21,025	£726	£198,766	£108.91	£22,417	£22,440	£773	£200,228	£109.71	£25,725	£22,440	£773	£203,536	£111.53
C-21 (321)	£156,145	£151,681	£22,641	£21,243	£733	£200,761	£110.01	£22,641	£22,672	£781	£202,238	£110.81	£25,982	£22,672	£781	£205,579	£112.65
C-22 (322)	£157,705	£153,068	£22,867	£21,463	£740	£202,776	£111.11	£22,867	£22,906	£789	£204,267	£111.93	£26,242	£22,906	£789	£207,642	£113.61
C-23 (323)	£159,282	£154,565	£23,096	£21,685	£748	£204,811	£112.22	£23,096	£23,142	£796	£206,316	£113.05	£26,505	£23,142	£796	£209,726	£114.92
C-24 (324)	£160,876	£156,060	£23,327	£21,907	£755	£206,866	£113.33	£23,327	£23,383	£803	£208,383	£113.93	£26,768	£23,383	£803	£213,136	£116.26
C-25 (325)	£162,484	£157,572	£23,560	£22,128	£763	£208,943	£114.49	£23,560	£23,623	£812	£210,490	£114.51	£27,037	£23,623	£812	£215,957	£117.81
C-26 (326)	£164,105	£159,208	£23,796	£22,357	£770	£211,040	£115.64	£23,796	£23,866	£821	£212,591	£116.49	£27,301	£23,866	£821	£216,103	£118.61
C-27 (327)	£165,750	£160,939	£24,034	£22,596	£778	£213,158	£116.80	£24,034	£24,113	£829	£214,726	£117.66	£27,581	£24,113	£829	£218,273	£119.41
C-28 (328)	£167,407	£162,719	£24,274	£22,826	£787	£215,296	£117.97	£24,274	£24,361	£837	£216,879	£118.84	£27,857	£24,361	£837	£220,462	£120.62
C-29 (329)	£169,081	£164,408	£24,517	£23,065	£794	£217,457	£119.15	£24,517	£24,612	£845	£218,055	£120.03	£28,135	£24,612	£845	£222,673	£122.01
C-30 (330)	£170,772	£166,104	£24,762	£23,303	£802	£219,639	£120.35	£24,762	£24,866	£854	£221,254	£121.23	£28,416	£24,866	£854	£224,908	£123.24
C-31 (331)	£172,480	£167,859	£25,010	£23,544	£810	£221,843	£121.56	£25,010	£25,122	£862	£223,474	£122.45	£28,701	£25,122	£862	£227,165	£124.42
C-32 (332)	£174,203	£169,578	£25,260	£23,787	£818	£224,067	£122.87	£25,260	£25,382	£869	£225,748	£123.36	£29,000	£25,382	£869	£230,894	£125.69
C-33 (333)	£175,947	£171,342	£25,507	£24,032	£826	£226,317	£124.01	£25,507	£25,641	£880	£227,948	£124.91	£29,308	£25,641	£880	£233,748	£126.96
C-34 (334)	£177,706	£173,086	£25,767	£24,280	£834	£228,586	£125.25	£25,767	£25,906	£889	£230,268	£126.17	£29,570	£25,906	£889	£235,471	£128.26
C-35 (335)	£179,483	£174,853	£26,025	£24,530	£843	£230,881	£126.51	£26,025	£26,172	£897	£232,577	£127.44	£29,866	£26,172	£897	£236,418	£129.54
C-36 (336)	£181,278	£176,620	£26,285	£24,783	£851	£233,197	£127.78	£26,285	£26,442	£906	£234,912	£128.72	£30,165	£26,442	£906	£239,791	£130.84
C-37 (337)	£183,091	£178,402	£26,548	£25,038	£860	£235,537	£129.06	£26,548	£26,714	£915	£237,269	£130.01	£30,466	£26,714	£915	£241,187	£132.16
C-38 (338)	£184,922	£180,162	£26,814	£25,296	£868	£237,900	£130.36	£26,814	£26,988	£925	£239,688	£131.31	£30,771	£26,988	£925	£244,606	£133.48
C-39 (339)	£186,771	£181,978	£27,082	£25,557	£877	£240,287	£131.66	£27,082	£27,266	£934	£241,053	£132.63	£31,079	£27,266	£934	£246,050	£134.87
C-40 (340)	£188,631	£183,732	£27,353	£25,820	£886	£242,697	£132.98	£27,353	£27,546	£943	£243,481	£133.96	£31,390	£27,546	£943	£249,518	£136.17
C-41 (341)	£190,503	£185,505	£27,626	£26,083	£895	£245,132	£134.32	£27,626	£27,829	£952	£245,893	£135.09	£31,701	£27,829	£952	£252,566	£137.49
C-42 (342)	£192,400	£187,393	£27,901	£26,354	£903	£247,590	£135.67	£27,901	£28,111	£962	£248,346	£136.03	£32,020	£28,111	£962	£255,528	£138.92
C-43 (343)	£194,325	£189,208	£28,181	£26,625	£912	£250,074	£137.03	£28,181	£28,403	£972	£251,911	£136.83	£32,341	£28,403	£972	£256,070	£140.31
C-44 (344)	£196,280	£191,104	£28,463	£26,899	£922	£252,582	£138.40	£28,463	£28,695	£981	£254,438	£139.42	£32,664	£28,695	£981	£258,638	£141.72
C-45 (345)	£198,261	£193,026	£28,748	£27,175	£931	£255,115	£139.79	£28,748	£28,989	£991	£256,989	£140.82	£32,991	£28,989	£991	£261,232	£143.14
C-46 (346)	£200,244	£195,002	£29,035	£27,454	£940	£257,674	£141.19	£29,035	£29,287	£1,001	£259,568	£142.23	£33,321	£29,287	£1,001	£263,653	£144.58
C-47 (347)	£202,246	£196,903	£29,326	£27,736	£949	£260,257	£142.61	£29,326	£29,587	£1,011	£261,701	£143.65	£33,654	£29,587	£1,011	£266,498	£146.03
C-48 (348)	£204,269	£198,819	£29,619	£28,021	£959	£262,868	£144.04	£29,619	£29,890	£1,021	£264,799	£144.10	£33,990	£29,890	£1,021	£269,171	£147.49
C-49 (349)	£206,311	£200,726	£29,915	£28,309	£968	£265,504	£145.48	£29,915	£30,197	£1,032	£267,455	£145.55	£34,330	£30,197	£1,032	£271,870	£148.97
C-50 (350)	£208,376	£202,693	£30,216	£28,598	£977	£268,165	£146.97	£30,216	£30,507	£1,043	£270,336	£146.63	£34,671	£30,507	£1,043	£276,001	£150.49
C-51 (351)	£210,458	£204,762	£30,522	£28,893	£988	£270,856	£148.41	£30,512	£30,819	£1,052	£272,846	£149.59	£35,020	£30,819	£1,052	£277,350	£151.97
C-52 (352)	£212,563	£206,850	£30,832	£29,189	£997	£273,572	£149.90	£30,822	£31,134	£1,063	£275,581	£151.00	£35,370	£31,134	£1,063	£280,130	£153.50
C-53 (353)	£214,688	£209,908	£31,130	£29,489	£1,008	£276,315	£151.40	£31,130									