

UNIVERSITY OF SOUTHAMPTON RETIREMENT FUND

Levels 1-3 Pay Scales - August 2024

Point	Annual	with USRF pension (non-salary sacrifice)				with USRF Ee's contribution of 2% via salary sacrifice					with USRF Ee's contribution of 4% via salary sacrifice					with USRF Ee's contribution of 6% 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	Employer NIC	Employer Pension	Adjusted salary (annual less Ee's pension)	App Levy	Total Cost	Employer NIC	Employer Pension	Adjusted salary (annual less Ee's pension)	App Levy	Total Cost
			10%					2%					4%					6%		
10	£23,114	£1,934	£2,311	£116	£27,475	£1,870	£2,311	£22,652	£113	£27,409	£1,806	£2,311	£22,189	£111	£27,343	£1,743	£2,311	£21,727	£109	£27,277
11	£23,581	£1,998	£2,358	£118	£28,055	£1,933	£2,358	£23,109	£116	£27,988	£1,868	£2,358	£22,638	£113	£27,920	£1,803	£2,358	£22,166	£111	£27,853
12	£24,044	£2,062	£2,404	£120	£28,630	£1,996	£2,404	£23,563	£118	£28,562	£1,930	£2,404	£23,082	£115	£28,493	£1,863	£2,404	£22,601	£113	£28,425
13	£24,600	£2,139	£2,460	£123	£29,322	£2,071	£2,460	£24,108	£121	£29,252	£2,003	£2,460	£23,616	£118	£29,181	£1,935	£2,460	£23,124	£116	£29,111
14	£25,148	£2,215	£2,515	£126	£30,003	£2,145	£2,515	£24,645	£123	£29,931	£2,076	£2,515	£24,142	£121	£29,859	£2,006	£2,515	£23,639	£118	£29,787
15	£25,433	£2,254	£2,543	£127	£30,357	£2,184	£2,543	£24,924	£125	£30,285	£2,114	£2,543	£24,416	£122	£30,212	£2,043	£2,543	£23,907	£120	£30,139
16	£26,038	£2,337	£2,604	£130	£31,110	£2,266	£2,604	£25,517	£128	£31,035	£2,194	£2,604	£24,996	£125	£30,960	£2,122	£2,604	£24,476	£122	£30,886
17	£26,642	£2,421	£2,664	£133	£31,860	£2,347	£2,664	£26,109	£131	£31,784	£2,274	£2,664	£25,576	£128	£31,708	£2,200	£2,664	£25,043	£125	£31,632
18	£27,344	£2,518	£2,734	£137	£32,732	£2,442	£2,734	£26,797	£134	£32,655	£2,367	£2,734	£26,250	£131	£32,576	£2,291	£2,734	£25,703	£129	£32,498
19	£28,081	£2,619	£2,808	£140	£33,649	£2,542	£2,808	£27,519	£138	£33,569	£2,464	£2,808	£26,958	£135	£33,488	£2,387	£2,808	£26,396	£132	£33,408
20	£28,879	£2,730	£2,888	£144	£34,641	£2,650	£2,888	£28,301	£142	£34,558	£2,570	£2,888	£27,724	£139	£34,476	£2,490	£2,888	£27,146	£136	£34,393
21	£29,659	£2,837	£2,966	£148	£35,610	£2,755	£2,966	£29,066	£145	£35,526	£2,673	£2,966	£28,473	£142	£35,441	£2,592	£2,966	£27,879	£139	£35,356
22	£30,505	£2,954	£3,051	£153	£36,662	£2,870	£3,051	£29,895	£149	£36,575	£2,786	£3,051	£29,285	£146	£36,487	£2,701	£3,051	£28,675	£143	£36,400
23	£31,387	£3,076	£3,139	£157	£37,759	£2,989	£3,139	£30,759	£154	£37,668	£2,902	£3,139	£30,132	£151	£37,579	£2,816	£3,139	£29,504	£148	£37,489
24	£32,296	£3,201	£3,230	£161	£38,889	£3,112	£3,230	£31,650	£158	£38,796	£3,023	£3,230	£31,004	£155	£38,703	£2,934	£3,230	£30,358	£152	£38,611
25	£33,232	£3,330	£3,323	£166	£40,051	£3,238	£3,323	£32,567	£163	£39,957	£3,147	£3,323	£31,903	£160	£39,861	£3,055	£3,323	£31,238	£156	£39,766
26	£33,882	£3,420	£3,388	£169	£40,859	£3,326	£3,388	£33,204	£166	£40,763	£3,233	£3,388	£32,527	£163	£40,666	£3,139	£3,388	£31,849	£159	£40,569
27	£34,866	£3,556	£3,487	£174	£42,083	£3,459	£3,487	£34,169	£171	£41,983	£3,363	£3,487	£33,471	£167	£41,883	£3,267	£3,487	£32,774	£164	£41,783