

University of Essex Pay Scale

Spinal point	Grade		July 2025 Salary^	New Hourly Rate
53		Grade 11	74,798	39.85
52			72,692	38.72
51			70,578	37.60
50			68,528	36.51
49	Grade 10		66,537	35.45
48			64,605	34.42
47			62,728	33.42
46			60,907	32.45
45			59,138	31.50
44			57,422	30.59
43			55,755	29.70
42			54,135	28.84
41		Grade 9	52,565	28.00
40			51,039	27.19
39			49,559	26.40
38			48,148	25.65
37			46,735	24.90
36			45,413	24.19
35			44,128	23.51
34			42,882	22.84
33	Grade 8		41,671	22.20
32			40,497	21.57
31			39,355	20.97
30			38,249	20.38
29		Grade 7	37,174	19.80
28			36,130	19.25
27			35,116	18.71
26			34,132	18.18
25	Grade 6		33,482	17.84
24			32,546	17.34
23			31,637	16.85
22			30,805	16.41
21		Grade 5	29,959	15.96
20			29,179	15.54
19			28,381	15.12
18			27,644	14.73
17			26,942	14.35
16			26,338	14.03
15			25,733	13.71
14			25,448	13.56
13	Grade 4		24,900	13.26
12			24,344	12.97
11			23,881	12.72
10*			23,414	12.47
9*		Grade 3	23,028	12.27
8*			22,920	12.21
7*			22,920	12.21
6*			22,920	12.21
5*	Grade 2		22,920	12.21
4	These Spinal Column Points are no longer in use			
3				
2				
1				

* Spinal points 5 to 10 receive an allowance to reflect the Voluntary Living Wage rate of £12.60 per hour.

^ Implementation deferred from 1 August 2024