

University of Essex Pay Scale

Spinal point	Grade		Implementation of Voluntary Living Wage 1 May 2025		
			VLW Uplift	May 2025 Salary	Hourly Rate
53		Grade 11		72,974	38.88
52				70,919	37.78
51				68,857	36.68
50				66,857	35.62
49				64,914	34.58
48				63,029	33.58
47	Grade 10			61,198	32.60
46				59,421	31.66
45				57,696	30.74
44				56,021	29.84
43				54,395	28.98
42				52,815	28.14
41				51,283	27.32
40		Grade 9		49,794	26.53
39				48,350	25.76
38				46,974	25.02
37				45,585	24.28
36				44,263	23.58
35				42,978	22.90
34				41,732	22.23
33	Grade 8			40,521	21.59
32				39,347	20.96
31				38,205	20.35
30		Grade 7		37,099	19.76
29				36,024	19.19
28				34,980	18.63
27				33,966	18.09
26				32,982	17.57
25				32,332	17.22
24	Grade 6			31,396	16.73
23				30,487	16.24
22				29,605	15.77
21				28,759	15.32
20				27,979	14.91
19				27,181	14.48
18		Grade 5		26,444	14.09
17				25,742	13.71
16				25,138	13.39
15				24,533	13.07
14	Grade 4			24,248	12.92
13				23,700	12.63
12			508	23,652	12.60
11			732	23,652	12.60
10			732	23,652	12.60
9			732	23,652	12.60
8		Grade 3	732	23,652	12.60
7			732	23,652	12.60
6			732	23,652	12.60
5	Grade 2		732	23,652	12.60
4	Spinal Column Points no longer in use				
3					
2					
1					