

# Keele University Grading Structure Effective 1 August 2025

Salary Effective 1/08/25			
	51	71,566	
	50	69,488	
	49	67,468	
	48	65,509	
	47	63,606	
	46	61,759	
	45	59,966	Grade 9
	44	58,225	
	43	56,535	
	42	54,893	
	41	53,301	
	40	51,753	
	39	50,253	
Grade 8	38	48,822	
	37	47,389	
	36	46,049	
	35	44,746	
	34	43,482	
	33	42,254	
	32	41,064	Grade 7a
	31	39,906	
	30	38,784	Grade 7
Grade 6b = minimum M&S/TF	Grade 6b	29	37,694
		28	36,636
Grade 6a = min Research 1B	Grade 6a	27	35,608
		26	34,610
		25	33,951
		24	33,002
Grade 6	Grade 6	23	32,080
		22	31,236
		21	30,378
		20	29,588
		19	28,778
		18	28,031
		17	27,319
		16	26,707
		15	26,093
		14	25,804
		13	25,249
Grade 4	Grade 4	12	24,685
		11	24,215
		10	*23,742
		9	*23,401
		8	*23,401
removed	7		removed
	6	*23,401	Grade 3
removed	5		
removed	4		
Grade 2	Grade 2	3	Grade 1 - removed
		2	removed
		1	removed

\* Temporary annotations have been made to spine points 5 - 10 from 1 August 2025. These points comprise the nationally negotiated JNCHEs rates plus a local temporary adjustment to fulfil the University's commitment to pay the 2025/ 2026 Living Wage to all employees, taking the total annual rate to £23,815. We intend to follow any pay spine adjustments made and will revert to the JNCHEs rates following future pay rounds.