



# Salary Scales

## 1 April 2025

Salary Level	Point	£
<b>Level 1</b>	Accredited Living Wage	£24,309**

<b>Level 3</b>	3	£25,117
	4	£25,368
	5	£25,776
	6	£26,485
	HPZ MAX	£29,370

Salary Level	Point	£
<b>Level 2</b>	6	£24,868

<b>Level 4</b>	2	£28,929
	3	£29,674
	4	£30,440
	5	£31,230
	6	£32,039
	7	£32,920
	8	£33,825
	HPZ MAX	£39,586

<b>Level 5*</b>	1	£37,337
	2	£38,312
	3	£39,864
	4	£41,478
	5	£43,158
	6	£44,906
	HPZ MAX	£51,298

<b>Level 6*</b>	1	£48,039
	2	£49,310
	3	£51,307
	4	£53,385
	5	£55,547
	6	£57,797
	HPZ MAX	£70,000

<b>Level 7*</b>	2	£60,099
	3	£61,701
	4	£64,200
	5	£66,800
	6	£69,505
	HPZ MAX	£85,000

<b>Level 8*</b>	Open band commencing minimum	£76,345
-----------------	------------------------------	---------

Professorial Salary	£		£
Range 1* Incremental Points	A	£76,345	C £84,564
	B	£80,346	D £89,012
Range 2*	£83,199	to	£106,446
Range 3*	£94,822	to	£141,315
Range 4*	£129,463		

Apprentice Salary		
<b>Apprentice rate 1</b>	Under 19 years, or 19 years+ and in first year of Apprenticeship	£16,000
<b>Apprentice rate 2</b>	19-20 years inclusive and completed first year of Apprenticeship	£19,293
<b>Apprentice rate 3</b>	21 years+ and completed first year of Apprenticeship	£23,557

The Apprentice salary levels are applicable for new Apprentices joining Cranfield from 1 April 2025.

\*Base salary enhancements of up to 15% may be applied where appropriate, subject to a business case being approved by the Director of People and Culture (e.g., as evidenced by benchmark data).

\*\*Cranfield is an accredited Living Wage Employer and the rate above aligns with the annual rate set by the Living Wage Foundation and is above the National Minimum Wage/Living Wage. The Living Wage Foundation announce their annual rates towards the end of the calendar year and allow accredited employers six months to implement this within their pay structures. Cranfield implements the new rate each April and this is in line with our responsibilities as an Accredited Living Wage employer.

<b>Document title</b>	Salary Scales – 1 April 2025
<b>Originator name/document owner</b>	Director of People and Culture
<b>Professional Service Unit/Department</b>	People and Culture
<b>Implementation/effective date</b>	1 April 2025
<b>Approval by and date</b>	Director of People and Culture, March 2025
<b>Date of next review</b>	August 2025