



Salary Scales

1 April 2025

Salary Level	Point	£
Level 1	Accredited Living Wage	£24,309**

Salary Level	Point	£
Level 2	6	£24,868

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

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

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

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

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

Level 8*	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		
Apprentice rate 1	Under 19 years, or 19 years+ and in first year of Apprenticeship	£16,000
Apprentice rate 2	19-20 years inclusive and completed first year of Apprenticeship	£19,293
Apprentice rate 3	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.

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