

Pay and Grading - Salary Scales 01 August 2025

These salary scales are effective from 01 August 2025 and should be read in conjunction with the appropriate terms and conditions.
The salaries presented in this document are based on working 35 hours per week.

This document consists of 5 tabs:

1. MST - Manual & Skilled Trades salary scales
2. CTS - Clerical, Technical & Support Staff salary scales
3. AMP - Administration, Management & Professional salary scales
4. ART(Lec) - Academic, Research and Teaching (Lecturer) salary scales
5. ART(Res) - Academic, Research and Teaching (Research) salary scales
6. Full salary scales



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Manual & Skilled Trades

Where MST roles are graded higher than the above, please refer to the CTS scales.

Superannuable under the Superannuation Arrangements of the University of London (SAUL).

Level 01B			
Point	Annual FTE	Weekly	Hourly Rate
3#	£26,519	£508.58	£14.53

Key

= Non-Automatic Discretionary Point

Level 01C			
Point	Annual FTE	Weekly	Hourly Rate
3	£26,519	£508.58	£14.53
4#	£26,689	£511.84	£14.62

Level 01D			
Point	Annual FTE	Weekly	Hourly Rate
5	£26,926	£516.39	£14.75
6#	£27,068	£519.11	£14.83

Clerical, Technical & Support Staff

Superannuable under the Superannuation Arrangements of the University of London (SAUL).

Grade	Point	Annual FTE	Weekly	Hourly Rate
Level 01	3	£26,519	£508.58	£14.53
	4	£26,689	£511.84	£14.62
	5#	£26,926	£516.39	£14.75
	6#	£27,068	£519.11	£14.83
Level 02	6	£27,068	£519.11	£14.83
	7	£27,209	£521.82	£14.91
	8	£27,475	£526.92	£15.05
	9	£27,712	£531.46	£15.18
	10	£28,060	£538.14	£15.38
	11	£28,505	£546.67	£15.62
	12	£28,941	£555.03	£15.86
	13	£29,483	£565.43	£16.16
	14	£30,020	£575.73	£16.45
	15#	£30,242	£579.98	£16.57
	16#	£30,842	£591.49	£16.90
Level 03	17#	£31,432	£602.81	£17.22
	11	£28,505	£546.67	£15.62
	12	£28,941	£555.03	£15.86
	13	£29,483	£565.43	£16.16
	14	£30,020	£575.73	£16.45
	15	£30,242	£579.98	£16.57
	16	£30,842	£591.49	£16.90
	17	£31,432	£602.81	£17.22
	18	£32,135	£616.29	£17.61
	19#	£32,876	£630.50	£18.01
	20#	£33,678	£645.88	£18.45
Level 04	21#	£34,464	£660.95	£18.88
	16	£30,842	£591.49	£16.90
	17	£31,432	£602.81	£17.22
	18	£32,135	£616.29	£17.61
	19	£32,876	£630.50	£18.01
	20	£33,678	£645.88	£18.45
	21	£34,464	£660.95	£18.88
	22	£35,321	£677.39	£19.35
	23	£36,164	£693.56	£19.82
	24#	£37,085	£711.22	£20.32
	25#	£38,035	£729.44	£20.84
Level 05	26#	£38,657	£741.37	£21.18
	22	£35,321	£677.39	£19.35
	23	£36,164	£693.56	£19.82
	24	£37,085	£711.22	£20.32
	25	£38,035	£729.44	£20.84
	26	£38,657	£741.37	£21.18
	27	£39,652	£760.45	£21.73
	28#	£40,682	£780.20	£22.29
Level 06	29#	£41,740	£800.49	£22.87
	30#	£42,830	£821.40	£23.47
	24	£37,085	£711.22	£20.32
	25	£38,035	£729.44	£20.84
	26	£38,657	£741.37	£21.18
	27	£39,652	£760.45	£21.73
	28	£40,682	£780.20	£22.29
	29	£41,740	£800.49	£22.87
	30	£42,830	£821.40	£23.47
	31	£43,952	£842.92	£24.08
	32	£45,110	£865.12	£24.72
	33#	£46,300	£887.95	£25.37
	34#	£47,529	£911.52	£26.04
	35#	£48,817	£936.22	£26.75

Key

= Non-Automatic Discretionary Point

Administration, Management & Professional

Staff appointed to AMP roles at Level 06 in a development role will progress to Level 07 in a maximum of 3 years, proceeding straight to Level 07 point 29 after spending one year at Level 06 pt 26.

Superannuable under the Universities Superannuation Scheme (USS)

Grade	Point	Annual FTE	Weekly	Hourly Rate
Level 06 note min level	24	£37,085	£711.22	£20.32
	25	£38,035	£729.44	£20.84
	26	£38,657	£741.37	£21.18
Level 07	29	£41,740	£800.49	£22.87
	30	£42,830	£821.40	£23.47
	31	£43,952	£842.92	£24.08
	32	£45,110	£865.12	£24.72
	33	£46,300	£887.95	£25.37
	34	£47,529	£911.52	£26.04
	36	£50,149	£961.76	£27.48
	37#	£51,525	£988.15	£28.23
	38#	£52,970	£1,015.86	£29.02
Level 08	39#	£54,398	£1,043.25	£29.81
	37	£51,525	£988.15	£28.23
	38	£52,970	£1,015.86	£29.02
	40	£55,900	£1,072.05	£30.63
	41	£57,447	£1,101.72	£31.48
	43	£60,684	£1,163.80	£33.25
	44#	£62,373	£1,196.19	£34.18
	45#	£64,113	£1,229.56	£35.13
Level 09	46#	£65,905	£1,263.93	£36.11
	44	£62,373	£1,196.19	£34.18
	45	£64,113	£1,229.56	£35.13
	46	£65,905	£1,263.93	£36.11
	47	£67,752	£1,299.35	£37.12
	49	£71,615	£1,373.44	£39.24
	50	£73,634	£1,412.16	£40.35
	51	£75,714	£1,452.05	£41.49
	52#	£77,785	£1,491.77	£42.62
	53#	£79,987	£1,534.00	£43.83
	54#	£82,256	£1,577.51	£45.07

Key

= Non-Automatic Discretionary Point

Notes

The following points were removed from the AMP grade Levels as part of the Framework Agreement for the Modernisation of the Pay and Grading Structures (February 2006) and to ensure a “no detriment” principle on progression.

Grade Level 7 - point 35 removed. After spending a year on point 34, employees will progress straight to point 36

Grade Level 8 – point 39 and point 42 removed. After spending one year on point 38, employees will progress straight to point 40. Similarly, after spending a year on point 41, employees will progress straight to point 43.

Grade Level 9 - point 48 removed. After spending one year on point 47, employees will progress straight to point 49.

Academic Research and Teaching (Lecturer)

Level 07 Lecturers will be subject to satisfactory performance, normally progress to the Level 08 minimum after reaching the substantive maximum point (point 36) of Level 07.

Superannuable under the Universities Superannuation Scheme (USS)

Grade	Point	Annual FTE	Weekly	Hourly Rate
Level 07 note min point	33	£46,300	£887.95	£25.37
	34	£47,529	£911.52	£26.04
	35	£48,817	£936.22	£26.75
	36	£50,149	£961.76	£27.48
	37#	£51,525	£988.15	£28.23
	38#	£52,970	£1,015.86	£29.02
	39#	£54,398	£1,043.25	£29.81
Level 08	37	£51,525	£988.15	£28.23
	38	£52,970	£1,015.86	£29.02
	39	£54,398	£1,043.25	£29.81
	40	£55,900	£1,072.05	£30.63
	41	£57,447	£1,101.72	£31.48
	42	£59,041	£1,132.29	£32.35
	43	£60,684	£1,163.80	£33.25
	44#	£62,373	£1,196.19	£34.18
	45#	£64,113	£1,229.56	£35.13
	46#	£65,905	£1,263.93	£36.11
Level 09	44	£62,373	£1,196.19	£34.18
	45	£64,113	£1,229.56	£35.13
	46	£65,905	£1,263.93	£36.11
	47	£67,752	£1,299.35	£37.12
	49	£71,615	£1,373.44	£39.24
	50	£73,634	£1,412.16	£40.35
	51	£75,714	£1,452.05	£41.49
	52#	£77,785	£1,491.77	£42.62
	53#	£79,987	£1,534.00	£43.83
	54#	£82,256	£1,577.51	£45.07

Key

= Non-Automatic Discretionary Point

Notes

Point 48 on Grade Level 9 was removed from the ART (Lecturer) level as part of the Framework Agreement for the Modernisation of the Pay and Grading Structures (February 2006) and to ensure a "no detriment" principle on progression.



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Academic Research and Teaching (Research)

Superannuable under the Universities Superannuation Scheme (USS)

Grade	Point	Annual FTE	Weekly	Hourly Rate
Level 07	29	£41,740	£800.49	£22.87
	30	£42,830	£821.40	£23.47
	31	£43,952	£842.92	£24.08
	32	£45,110	£865.12	£24.72
	33	£46,300	£887.95	£25.37
	34	£47,529	£911.52	£26.04
	35	£48,817	£936.22	£26.75
	36	£50,149	£961.76	£27.48
	37#	£51,525	£988.15	£28.23
	38#	£52,970	£1,015.86	£29.02
	39#	£54,398	£1,043.25	£29.81
Level 08	37	£51,525	£988.15	£28.23
	38	£52,970	£1,015.86	£29.02
	39	£54,398	£1,043.25	£29.81
	40	£55,900	£1,072.05	£30.63
	41	£57,447	£1,101.72	£31.48
	42	£59,041	£1,132.29	£32.35
	43	£60,684	£1,163.80	£33.25
	44#	£62,373	£1,196.19	£34.18
	45#	£64,113	£1,229.56	£35.13
	46#	£65,905	£1,263.93	£36.11
Level 09	44	£62,373	£1,196.19	£34.18
	45	£64,113	£1,229.56	£35.13
	46	£65,905	£1,263.93	£36.11
	47	£67,752	£1,299.35	£37.12
	48	£69,655	£1,335.85	£38.17
	49	£71,615	£1,373.44	£39.24
	50	£73,634	£1,412.16	£40.35
	51	£75,714	£1,452.05	£41.49
	52#	£77,785	£1,491.77	£42.62
	53#	£79,987	£1,534.00	£43.83
	54#	£82,256	£1,577.51	£45.07

Key

= Non-Automatic Discretionary Point

Pay and Grade Structural Map

Key

* = Not applicable to all T&C's

= Non-Automatic Discretionary Point

Notes

Please refer to the Grade Level scale appropriate to the terms and conditions of the post. Note the absence of some points for some grade Levels.

The salaries presented are based on working 35 hours per week. Please contact your HR Partner for a copy of our consolidated salary scales.

Point	Annual FTE 01/08/2025	Level 01A	Level 01E	Level 01B			
3	£ 26,519		£26,519	£26,519	#	£26,519	
4	£ 26,689	Level 01D	£26,689			£26,689	#
5	£ 26,926	£26,926	£26,926	#	Level 02		
6	£ 27,068	£27,068 #	£27,068 #	£27,068			
7	£ 27,209			£27,209			
8	£ 27,475			£27,475			
9	£ 27,712			£27,712			
10	£ 28,060			£28,060		Level 03	
11	£ 28,505			£28,505		£28,505	
12	£ 28,941			£28,941		£28,941	
13	£ 29,483			£29,483		£29,483	
14	£ 30,020			£30,020		£30,020	
15	£ 30,242	Level 04		£30,242	#	£30,242	
16	£ 30,842	£30,842		£30,842	#	£30,842	
17	£ 31,432	£31,432		£31,432	#	£31,432	
18	£ 32,135	£32,135				£32,135	
19	£ 32,876	£32,876				£32,876	#
20	£ 33,678	£33,678				£33,678	#
21	£ 34,464	£34,464	Level 05			£34,464	#
22	£ 35,321	£35,321	£35,321				
23	£ 36,164	£36,164	£36,164		Level 06		
24	£ 37,085	£37,085 #	£37,085	£37,085			
25	£ 38,035	£38,035 #	£38,035	£38,035			
26	£ 38,657	£38,657 #	£38,657	£38,657			
27	£ 39,652		£39,652	£39,652			
28	£ 40,682		£40,682 #	£40,682		Level 07	
29	£ 41,740		£41,740 #	£41,740		£41,740	
30	£ 42,830		£42,830 #	£42,830		£42,830	
31	£ 43,952			£43,952		£43,952	
32	£ 45,110			£45,110		£45,110	
33	£ 46,300			£46,300	#	£46,300	
34	£ 47,529			£47,529	#	£47,529	
35	£ 48,817			£48,817	#	£48,817	*
36	£ 50,149	Level 08				£50,149	
37	£ 51,525	£51,525				£51,525	#
38	£ 52,970	£52,970				£52,970	#
39	£ 54,398	£54,398 *				£54,398	#
40	£ 55,900	£55,900					
41	£ 57,447	£57,447					
42	£ 59,041	£59,041 *					
43	£ 60,684	£60,684	Level 09				
44	£ 62,373	£62,373 #	£62,373				
45	£ 64,113	£64,113 #	£64,113				
46	£ 65,905	£65,905 #	£65,905				
47	£ 67,752		£67,752				
48	£ 69,655		£69,655	*			
49	£ 71,615		£71,615				
50	£ 73,634		£73,634				
51	£ 75,714		£75,714				
52	£ 77,785		£77,785	#			
53	£ 79,987		£79,987	#			
54	£ 82,256		£82,256	#			