

Final. August Award



Pay and Grading - Salary Scales 01 August 2023

These salary scales are effective from 01 August 2023 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



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#	£24,953	£478.55	£13.67

Key

= Non-Automatic Discretionary Point

Level 01C			
Point	Annual FTE	Weekly	Hourly Rate
3	£24,953	£478.55	£13.67
4#	£25,121	£481.77	£13.76

Level 01D			
Point	Annual FTE	Weekly	Hourly Rate
5	£25,354	£486.24	£13.89
6#	£25,352	£486.20	£13.89

Final. August Award



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	£24,953	£478.55	£13.67
	4	£25,121	£481.77	£13.76
	5#	£25,354	£486.24	£13.89
	6#	£25,352	£486.20	£13.89
Level 02	6	£25,352	£486.20	£13.89
	7	£25,633	£491.59	£14.05
	8	£25,896	£496.64	£14.19
	9	£26,129	£501.10	£14.32
	10	£26,473	£507.70	£14.51
	11	£26,911	£516.10	£14.75
	12	£27,341	£524.35	£14.98
	13	£27,876	£534.61	£15.27
	14	£28,406	£544.77	£15.56
	15#	£28,624	£548.95	£15.68
	16#	£29,216	£560.31	£16.01
Level 03	17#	£29,798	£571.47	£16.33
	11	£26,911	£516.10	£14.75
	12	£27,341	£524.35	£14.98
	13	£27,876	£534.61	£15.27
	14	£28,406	£544.77	£15.56
	15	£28,624	£548.95	£15.68
	16	£29,216	£560.31	£16.01
	17	£29,798	£571.47	£16.33
	18	£30,491	£584.76	£16.71
	19#	£31,222	£598.78	£17.11
Level 04	20#	£32,013	£613.95	£17.54
	21#	£32,788	£628.81	£17.97
	16	£29,216	£560.31	£16.01
	17	£29,798	£571.47	£16.33
	18	£30,491	£584.76	£16.71
	19	£31,222	£598.78	£17.11
	20	£32,013	£613.95	£17.54
	21	£32,788	£628.81	£17.97
	22	£33,633	£645.02	£18.43
Level 05	23	£34,515	£661.93	£18.91
	24	£35,423	£679.35	£19.41
	24#	£35,423	£679.35	£19.41
	25#	£36,360	£697.32	£19.92
	26#	£36,973	£709.07	£20.26
	22	£33,633	£645.02	£18.43
	23	£34,515	£661.93	£18.91
	24	£35,423	£679.35	£19.41
Level 06	25	£36,360	£697.32	£19.92
	26	£36,973	£709.07	£20.26
	27	£37,955	£727.90	£20.80
	28	£38,970	£747.37	£21.35
	29	£40,014	£767.39	£21.93
	30	£41,089	£788.01	£22.51
	31	£42,195	£809.22	£23.12
	32	£43,337	£831.12	£23.75
	33#	£44,511	£853.64	£24.39
	34#	£45,723	£876.88	£25.05
	35#	£46,969	£900.78	£25.74

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 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	£35,423	£679.35	£19.41
	25	£36,360	£697.32	£19.92
	26	£36,973	£709.07	£20.26
Level 07	29	£40,014	£767.39	£21.93
	30	£41,089	£788.01	£22.51
	31	£42,195	£809.22	£23.12
	32	£43,337	£831.12	£23.75
	33	£44,511	£853.64	£24.39
	34	£45,723	£876.88	£25.05
	36	£48,251	£925.36	£26.44
	37#	£49,575	£950.75	£27.16
	38#	£50,965	£977.41	£27.93
	39#	£52,339	£1,003.76	£28.68
Level 08	37	£49,575	£950.75	£27.16
	38	£50,965	£977.41	£27.93
	40	£53,783	£1,031.45	£29.47
	41	£55,272	£1,060.01	£30.29
	43	£58,386	£1,119.73	£31.99
	44#	£60,012	£1,150.92	£32.88
	45#	£61,686	£1,183.02	£33.80
	46#	£63,410	£1,216.08	£34.75
Level 09	44	£60,012	£1,150.92	£32.88
	45	£61,686	£1,183.02	£33.80
	46	£63,410	£1,216.08	£34.75
	47	£65,187	£1,250.16	£35.72
	49	£68,903	£1,321.43	£37.76
	50	£70,846	£1,358.69	£38.82
	51	£72,848	£1,397.08	£39.92
	52#	£74,840	£1,435.29	£41.01
	53#	£76,959	£1,475.93	£42.17
54#	£79,141	£1,517.77	£43.36	

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 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

Superannuable under the Universities Superannuation Scheme (USS)

Grade	Point	Annual FTE	Weekly	Hourly Rate
Level 07 note min point	33	£44,511	£853.64	£24.39
	34	£45,723	£876.88	£25.05
	35	£46,969	£900.78	£25.74
	36	£48,251	£925.36	£26.44
	37#	£49,575	£950.75	£27.16
	38#	£50,965	£977.41	£27.93
	39#	£52,339	£1,003.76	£28.68
Level 08	37	£49,575	£950.75	£27.16
	38	£50,965	£977.41	£27.93
	39	£52,339	£1,003.76	£28.68
	40	£53,783	£1,031.45	£29.47
	41	£55,272	£1,060.01	£30.29
	42	£56,806	£1,089.43	£31.13
	43	£58,386	£1,119.73	£31.99
	44#	£60,012	£1,150.92	£32.88
	45#	£61,686	£1,183.02	£33.80
Level 09	46#	£63,410	£1,216.08	£34.75
	44	£60,012	£1,150.92	£32.88
	45	£61,686	£1,183.02	£33.80
	46	£63,410	£1,216.08	£34.75
	47	£65,187	£1,250.16	£35.72
	49	£68,903	£1,321.43	£37.76
	50	£70,846	£1,358.69	£38.82
	51	£72,848	£1,397.08	£39.92
	52#	£74,840	£1,435.29	£41.01
53#	£76,959	£1,475.93	£42.17	
54#	£79,141	£1,517.77	£43.36	

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.



Academic Research and Teaching (Research)

Superannuable under the Universities Superannuation Scheme (USS)

Grade	Point	Annual FTE	Weekly	Hourly Rate
Level 07	29	£40,014	£767.39	£21.93
	30	£41,089	£788.01	£22.51
	31	£42,195	£809.22	£23.12
	32	£43,337	£831.12	£23.75
	33	£44,511	£853.64	£24.39
	34	£45,723	£876.88	£25.05
	35	£46,969	£900.78	£25.74
	36	£48,251	£925.36	£26.44
	37#	£49,575	£950.75	£27.16
	38#	£50,965	£977.41	£27.93
Level 08	39#	£52,339	£1,003.76	£28.68
	37	£49,575	£950.75	£27.16
	38	£50,965	£977.41	£27.93
	39	£52,339	£1,003.76	£28.68
	40	£53,783	£1,031.45	£29.47
	41	£55,272	£1,060.01	£30.29
	42	£56,806	£1,089.43	£31.13
	43	£58,386	£1,119.73	£31.99
	44#	£60,012	£1,150.92	£32.88
Level 09	45#	£61,686	£1,183.02	£33.80
	46#	£63,410	£1,216.08	£34.75
	44	£60,012	£1,150.92	£32.88
	45	£61,686	£1,183.02	£33.80
	46	£63,410	£1,216.08	£34.75
	47	£65,187	£1,250.16	£35.72
	48	£67,018	£1,285.28	£36.72
	49	£68,903	£1,321.43	£37.76
	50	£70,846	£1,358.69	£38.82
	51	£72,848	£1,397.08	£39.92
52#	£74,840	£1,435.29	£41.01	
53#	£76,959	£1,475.93	£42.17	
54#	£79,141	£1,517.77	£43.36	

Key

= Non-Automatic Discretionary Point

Final. August Award



Pay and Grade Structural Map

Point	Annual	Level 01A	Level 01E	Level 01B	
3	£24,953		£24,953	£24,953	#
4	£25,121	Level 01D	£25,121		£24,953 #
5	£25,354	£25,354	£25,354	#	Level 02
6	£25,352	£25,352	#	£25,352	#
7	£25,633			£25,633	
8	£25,896			£25,896	
9	£26,129			£26,129	
10	£26,473			£26,473	Level 03
11	£26,911			£26,911	£26,911
12	£27,341			£27,341	£27,341
13	£27,876			£27,876	£27,876
14	£28,406			£28,406	£28,406
15	£28,624	Level 04		£28,624	#
16	£29,216	£29,216		£29,216	#
17	£29,798	£29,798		£29,798	#
18	£30,491	£30,491			£30,491
19	£31,222	£31,222			£31,222 #
20	£32,013	£32,013			£32,013 #
21	£32,788		Level 05		£32,788 #
22	£33,633	£33,633	£33,633		
23	£34,515	£34,515	£34,515	Level 06	
24	£35,423	£35,423	#	£35,423	
25	£36,360	£36,360	#	£36,360	
26	£36,973	£36,973	#	£36,973	
27	£37,955		£37,955	£37,955	
28	£38,970		£38,970	#	£38,970
29	£40,014		£40,014	#	Level 07
30	£41,089		£41,089	#	£40,014
31	£42,195			£42,195	£41,089
32	£43,337			£43,337	£42,195
33	£44,511			£44,511	#
34	£45,723			£45,723	#
35	£46,969			£46,969	#
36	£48,251	Level 08			£46,969 *
37	£49,575	£49,575			£48,251
38	£50,965	£50,965			£49,575 #
39	£52,339	£52,339	*		£50,965 #
40	£53,783	£53,783			£52,339 #
41	£55,272	£55,272			
42	£56,806	£56,806	*		
43	£58,386	£58,386	Level 09		
44	£60,012	£60,012	#	£60,012	
45	£61,686	£61,686	#	£61,686	
46	£63,410	£63,410	#	£63,410	
47	£65,187			£65,187	
48	£67,018			£67,018	*
49	£68,903			£68,903	
50	£70,846			£70,846	
51	£72,848			£72,848	
52	£74,840			£74,840	#
53	£76,959			£76,959	#
54	£79,141			£79,141	#

Key

* = Not applicable to all T&C's

= Non-Automatic Discretionary Point

Note

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.