



Pay and Grading - Salary Scales 01 February 2023

These salary scales are effective from 01 February 2023 and should be read in conjunction with the appropriate terms and conditions.

This award is an interim award for the 2023-2024. Final part of this award will be implemented on 01 August 2023.

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#	£24,105	£462.29	£13.21

Level 01C			
Point	Annual FTE	Weekly	Hourly Rate
3	£24,105	£462.29	£13.21
4#	£24,260	£465.26	£13.29

Level 01D			
Point	Annual FTE	Weekly	Hourly Rate
5	£24,476	£469.40	£13.41
6#	£24,693	£473.56	£13.53

Key

= Non-Automatic Discretionary Point



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	£24,105	£462.29	£13.21
	4	£24,260	£465.26	£13.29
	5#	£24,476	£469.40	£13.41
	6#	£24,693	£473.56	£13.53
Level 02	6	£24,693	£473.56	£13.53
	7	£24,956	£478.61	£13.67
	8	£25,202	£483.33	£13.81
	9	£25,420	£487.51	£13.93
	10	£25,741	£493.66	£14.10
	11	£26,150	£501.51	£14.33
	12	£26,552	£509.22	£14.55
	13	£27,052	£518.81	£14.82
	14	£27,548	£528.32	£15.09
	15#	£28,004	£537.06	£15.34
Level 03	16#	£28,562	£547.76	£15.65
	17#	£29,111	£558.29	£15.95
	11	£26,150	£501.51	£14.33
	12	£26,552	£509.22	£14.55
	13	£27,052	£518.81	£14.82
	14	£27,548	£528.32	£15.09
	15	£28,004	£537.06	£15.34
	16	£28,562	£547.76	£15.65
	17	£29,111	£558.29	£15.95
	18	£29,765	£570.84	£16.31
Level 04	19#	£30,455	£584.07	£16.69
	20#	£31,201	£598.38	£17.10
	21#	£31,932	£612.39	£17.50
	16	£28,562	£547.76	£15.65
	17	£29,111	£558.29	£15.95
	18	£29,765	£570.84	£16.31
	19	£30,455	£584.07	£16.69
	20	£31,201	£598.38	£17.10
	21	£31,932	£612.39	£17.50
	22	£32,729	£627.68	£17.93
Level 05	23	£33,561	£643.64	£18.39
	24	£34,418	£660.07	£18.86
	25	£35,302	£677.02	£19.34
	26	£36,212	£694.48	£19.84
	27	£37,148	£712.43	£20.36
	28#	£38,114	£730.95	£20.88
	29#	£39,109	£750.04	£21.43
	30#	£40,132	£769.65	£21.99
Level 06	24	£34,418	£660.07	£18.86
	25	£35,302	£677.02	£19.34
	26	£36,212	£694.48	£19.84
	27	£37,148	£712.43	£20.36
	28	£38,114	£730.95	£20.88
	29	£39,109	£750.04	£21.43
	30	£40,132	£769.65	£21.99
	31	£41,186	£789.87	£22.57
	32	£42,273	£810.72	£23.16
	33#	£43,391	£832.16	£23.78
34#	£44,546	£854.31	£24.41	
35#	£45,732	£877.05	£25.06	

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	£34,418	£660.07	£18.86
	25	£35,302	£677.02	£19.34
	26	£36,212	£694.48	£19.84
Level 07	29	£39,109	£750.04	£21.43
	30	£40,132	£769.65	£21.99
	31	£41,186	£789.87	£22.57
	32	£42,273	£810.72	£23.16
	33	£43,391	£832.16	£23.78
	34	£44,546	£854.31	£24.41
	36	£46,953	£900.47	£25.73
	37#	£48,214	£924.65	£26.42
	38#	£49,538	£950.04	£27.14
Level 08	37	£48,214	£924.65	£26.42
	38	£49,538	£950.04	£27.14
	40	£52,246	£1,001.98	£28.63
	41	£53,693	£1,029.73	£29.42
	43	£56,718	£1,087.74	£31.08
	44#	£58,297	£1,118.02	£31.94
	45#	£59,924	£1,149.23	£32.84
	46#	£61,598	£1,181.33	£33.75
Level 09	44	£58,297	£1,118.02	£31.94
	45	£59,924	£1,149.23	£32.84
	46	£61,598	£1,181.33	£33.75
	47	£63,325	£1,214.45	£34.70
	49	£66,934	£1,283.67	£36.68
	50	£68,821	£1,319.85	£37.71
	51	£70,767	£1,357.18	£38.78
	52#	£72,702	£1,394.28	£39.84
	53#	£74,760	£1,433.75	£40.96
	54#	£76,879	£1,474.39	£42.13

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.

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	£43,391	£832.16	£23.78
	34	£44,546	£854.31	£24.41
	35	£45,732	£877.05	£25.06
	36	£46,953	£900.47	£25.73
	37#	£48,214	£924.65	£26.42
	38#	£49,538	£950.04	£27.14
	39#	£50,847	£975.15	£27.86
Level 08	37	£48,214	£924.65	£26.42
	38	£49,538	£950.04	£27.14
	39	£50,847	£975.15	£27.86
	40	£52,246	£1,001.98	£28.63
	41	£53,693	£1,029.73	£29.42
	42	£55,183	£1,058.30	£30.24
	43	£56,718	£1,087.74	£31.08
	44#	£58,297	£1,118.02	£31.94
	45#	£59,924	£1,149.23	£32.84
	46#	£61,598	£1,181.33	£33.75
Level 09	44	£58,297	£1,118.02	£31.94
	45	£59,924	£1,149.23	£32.84
	46	£61,598	£1,181.33	£33.75
	47	£63,325	£1,214.45	£34.70
	49	£66,934	£1,283.67	£36.68
	50	£68,821	£1,319.85	£37.71
	51	£70,767	£1,357.18	£38.78
	52#	£72,702	£1,394.28	£39.84
	53#	£74,760	£1,433.75	£40.96
	54#	£76,879	£1,474.39	£42.13

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	£39,109	£750.04	£21.43
	30	£40,132	£769.65	£21.99
	31	£41,186	£789.87	£22.57
	32	£42,273	£810.72	£23.16
	33	£43,391	£832.16	£23.78
	34	£44,546	£854.31	£24.41
	35	£45,732	£877.05	£25.06
	36	£46,953	£900.47	£25.73
	37#	£48,214	£924.65	£26.42
	38#	£49,538	£950.04	£27.14
	39#	£50,847	£975.15	£27.86
Level 08	37	£48,214	£924.65	£26.42
	38	£49,538	£950.04	£27.14
	39	£50,847	£975.15	£27.86
	40	£52,246	£1,001.98	£28.63
	41	£53,693	£1,029.73	£29.42
	42	£55,183	£1,058.30	£30.24
	43	£56,718	£1,087.74	£31.08
	44#	£58,297	£1,118.02	£31.94
	45#	£59,924	£1,149.23	£32.84
	46#	£61,598	£1,181.33	£33.75
Level 09	44	£58,297	£1,118.02	£31.94
	45	£59,924	£1,149.23	£32.84
	46	£61,598	£1,181.33	£33.75
	47	£63,325	£1,214.45	£34.70
	48	£65,104	£1,248.57	£35.67
	49	£66,934	£1,283.67	£36.68
	50	£68,821	£1,319.85	£37.71
	51	£70,767	£1,357.18	£38.78
	52#	£72,702	£1,394.28	£39.84
	53#	£74,760	£1,433.75	£40.96
	54#	£76,879	£1,474.39	£42.13

Key

= Non-Automatic Discretionary Point



Pay and Grade Structural Map

Point	Annual	Level		Level 01B	
3	£24,105			£24,105 #	£24,105
4	£24,260	Level 01D		£24,105	£24,260
5	£24,476	£24,476		£24,260 #	Level 02
6	£24,693	£24,693 #		£24,693 #	#
7	£24,956			£24,693	£24,956
8	£25,202				£25,202
9	£25,420				£25,420
10	£25,741			£25,741	Level 03
11	£26,150			£26,150	£26,150
12	£26,552			£26,552	£26,552
13	£27,052			£27,052	£27,052
14	£27,548			£27,548	£27,548
15	£28,004	Level 04		£28,004 #	£28,004
16	£28,562	£28,562		£28,562 #	£28,562
17	£29,111	£29,111		£29,111 #	£29,111
18	£29,765	£29,765			£29,765
19	£30,455	£30,455			£30,455 #
20	£31,201	£31,201			£31,201 #
21	£31,932	£31,932			£31,932 #
22	£32,729	£32,729		Level 05	
23	£33,561	£33,561		£32,729	Level 06
24	£34,418	£34,418 #		£33,561	£34,418
25	£35,302	£35,302 #		£34,418	£35,302
26	£36,212	£36,212 #		£35,302	£36,212
27	£37,148			£36,212	£37,148
28	£38,114			£37,148 #	Level 07
29	£39,109			£38,114 #	£39,109
30	£40,132			£39,109 #	£40,132
31	£41,186			£40,132	£41,186
32	£42,273			£41,186	£42,273
33	£43,391			£42,273	£43,391
34	£44,546			£43,391 #	£44,546
35	£45,732			£44,546 #	£45,732 *
36	£46,953	Level 08		£45,732 #	£46,953
37	£48,214	£48,214			£48,214 #
38	£49,538	£49,538			£49,538 #
39	£50,847	£50,847 *			£50,847 #
40	£52,246	£52,246			
41	£53,693	£53,693			
42	£55,183	£55,183 *			
43	£56,718	£56,718		Level 09	
44	£58,297	£58,297 #		£58,297	
45	£59,924	£59,924 #		£59,924	
46	£61,598	£61,598 #		£61,598	
47	£63,325			£63,325 *	
48	£65,104			£65,104	
49	£66,934			£66,934	
50	£68,821			£68,821	
51	£70,767			£70,767	
52	£72,702			£72,702 #	
53	£74,760			£74,760 #	
54	£76,879			£76,879 #	

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.