

LSE Pay Framework - August 2021
SALARY BANDS 1-10 (HOURLY RATES)

This pay spine reflects the LSE Pay Framework from 1 August 2021. It applies to all salaried staff except for academic staff, research staff and ECT staff who have transferred into the New Academic/Research/Education Career Structure.

When the LSE Pay Framework was introduced in 2006, London Allowance was consolidated into these salary figures. It is no longer shown separately and pay awards are applied to the whole salary.

Salary Bands 1 to 8 each have a Standard Range and a Contribution Range as shown. Annual incrementation applies within the Standard Range only.

The annual incrementation date is usually on 1 August. On this date, if members of staff have a salary below the maximum of the Standard Range for Progress to and within the Contribution Range of each salary band is contribution-related. (Bands 9 and 10 do not have Standard Ranges; all progression is contribution-related.) Guidance on contribution pay processes for all staff can be found on the HR website.

The plain standard hourly rate (exclusive of holiday pay) is calculated by dividing the relevant annual salary by the average weeks in a year (ie 52.18) and the standard nominal LSE contract hours (ie 35).

The holiday pay calculation is based on a full-time member of staff being contracted for 1826.30 per year (ie 52.18 weeks per year multiplied by 35 hours per week), with holiday (annual leave, School closure days, bank holidays) of 287 hours per year (ie 41 days multiplied by 7 hours per day), leaving 1539.30 hours to be worked. Holiday pay per hour therefore accrues at 11.18 minutes per hour or 18.64 per cent of plain hourly rates (ie 287 divided by 1539.30).

These scales should be used only for staff working irregular hours.

Step	Salary Bands	1 August 2020 Annual Salary	1 August 2020 Hourly Rate	1 August 2020 Holiday Pay accrued per hour worked	1 August 2020 Pay & Holiday accrued per hour worked	1 August 2021 Annual Salary	1 August 2021 Hourly Rate	1 August 2021 Holiday Pay accrued per hour worked	1 August 2021 Pay & Holiday accrued per hour worked
1.0	Band 1 Standard	£20,462	£11.20	£2.09	£13.29	£20,988	£11.49	£2.14	£13.63
1.5		£20,462	£11.20	£2.09	£13.29	£20,988	£11.49	£2.14	£13.63
2.0		£20,462	£11.20	£2.09	£13.29	£20,988	£11.49	£2.14	£13.63
2.5		£20,462	£11.20	£2.09	£13.29	£20,988	£11.49	£2.14	£13.63
3.0	Band 1 Contribution	£20,564	£11.26	£2.10	£13.36	£21,092	£11.55	£2.15	£13.70
3.5		£20,834	£11.41	£2.13	£13.53	£21,346	£11.69	£2.18	£13.87
4.0		£21,107	£11.56	£2.15	£13.71	£21,601	£11.83	£2.20	£14.03

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4.5	Band 2 Standard		£21,313	£11.67	£2.18	£13.85	£21,788	£11.93	£2.22	£14.15
5.0			£21,594	£11.82	£2.20	£14.03	£22,075	£12.09	£2.25	£14.34
5.5			£21,867	£11.97	£2.23	£14.21	£22,329	£12.23	£2.28	£14.51
6.0			£22,166	£12.14	£2.26	£14.40	£22,634	£12.39	£2.31	£14.70
6.5			£22,450	£12.29	£2.29	£14.58	£22,899	£12.54	£2.34	£14.88
7.0			£22,725	£12.44	£2.32	£14.76	£23,179	£12.69	£2.37	£15.06
7.5			£22,974	£12.58	£2.34	£14.92	£23,433	£12.83	£2.39	£15.22
8.0	Band 2 Contribution	Band 3 Standard	£23,273	£12.74	£2.38	£15.12	£23,711	£12.98	£2.42	£15.40
8.5			£23,514	£12.88	£2.40	£15.28	£23,957	£13.12	£2.45	£15.56
9.0			£23,836	£13.05	£2.43	£15.48	£24,258	£13.28	£2.48	£15.76
9.5	£24,163		£13.23	£2.47	£15.70	£24,590	£13.46	£2.51	£15.97	
10.0	£24,507		£13.42	£2.50	£15.92	£24,912	£13.64	£2.54	£16.18	
10.5	£24,843		£13.60	£2.54	£16.14	£25,254	£13.83	£2.58	£16.41	
11.0	£25,184		£13.79	£2.57	£16.36	£25,601	£14.02	£2.61	£16.63	
11.5	£25,540	£13.98	£2.61	£16.59	£25,933	£14.20	£2.65	£16.85		
12.0	£25,901	£14.18	£2.64	£16.83	£26,300	£14.40	£2.68	£17.08		
12.5	£26,262	£14.38	£2.68	£17.06	£26,656	£14.60	£2.72	£17.32		
13.0	£26,636	£14.58	£2.72	£17.30	£27,036	£14.80	£2.76	£17.56		
13.5	Band 4	Band 3 Contribution	£27,011	£14.79	£2.76	£17.55	£27,416	£15.01	£2.80	£17.81
14.0			£27,382	£14.99	£2.79	£17.79	£27,793	£15.22	£2.84	£18.05
14.5			£27,758	£15.20	£2.83	£18.03	£28,174	£15.43	£2.88	£18.30
15.0	Band 4		£28,140	£15.41	£2.87	£18.28	£28,562	£15.64	£2.92	£18.55
15.5		£28,525	£15.62	£2.91	£18.53	£28,953	£15.85	£2.96	£18.81	
16.0		£28,917	£15.83	£2.95	£18.78	£29,351	£16.07	£3.00	£19.07	
16.5		£29,315	£16.05	£2.99	£19.04	£29,755	£16.29	£3.04	£19.33	
17.0		£29,732	£16.28	£3.03	£19.31	£30,178	£16.52	£3.08	£19.60	
17.5		£30,155	£16.51	£3.08	£19.59	£30,607	£16.76	£3.12	£19.88	
18.0		Band 4 Contribution		£30,570	£16.74	£3.12	£19.86	£31,029	£16.99	£3.17
18.5	£30,989		£16.97	£3.16	£20.13	£31,454	£17.22	£3.21	£20.43	
19.0	£31,414		£17.20	£3.21	£20.41	£31,885	£17.46	£3.25	£20.71	

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19.5	Contribution	Band 5 Standard	£31,846	£17.44	£3.25	£20.69	£32,324	£17.70	£3.30	£21.00	
20.0			£32,284	£17.68	£3.30	£20.97	£32,768	£17.94	£3.34	£21.29	
20.5	Band 6 Contribution		£32,728	£17.92	£3.34	£21.26	£33,219	£18.19	£3.39	£21.58	
21.0			£33,177	£18.17	£3.39	£21.55	£33,675	£18.44	£3.44	£21.88	
21.5			£33,650	£18.43	£3.43	£21.86	£34,155	£18.70	£3.49	£22.19	
22.0			£34,128	£18.69	£3.48	£22.17	£34,640	£18.97	£3.54	£22.50	
22.5			£34,614	£18.95	£3.53	£22.49	£35,133	£19.24	£3.59	£22.82	
23.0			£35,108	£19.22	£3.58	£22.81	£35,635	£19.51	£3.64	£23.15	
23.5			Band 5 Contribution	£35,612	£19.50	£3.63	£23.13	£36,146	£19.79	£3.69	£23.48
24.0				£36,122	£19.78	£3.69	£23.47	£36,664	£20.08	£3.74	£23.82
24.5	Band 6 Contribution	£36,647	£20.07	£3.74	£23.81	£37,197	£20.37	£3.80	£24.16		
25.0		£37,169	£20.35	£3.79	£24.15	£37,727	£20.66	£3.85	£24.51		
25.5		£37,717	£20.65	£3.85	£24.50	£38,283	£20.96	£3.91	£24.87		
26.0		£38,273	£20.96	£3.91	£24.86	£38,847	£21.27	£3.96	£25.24		
26.5		£38,818	£21.25	£3.96	£25.22	£39,400	£21.57	£4.02	£25.60		
27.0		£39,371	£21.56	£4.02	£25.58	£39,962	£21.88	£4.08	£25.96		
27.5		£39,932	£21.86	£4.08	£25.94	£40,531	£22.19	£4.14	£26.33		
28.0		£40,501	£22.18	£4.13	£26.31	£41,109	£22.51	£4.20	£26.70		
28.5		£41,078	£22.49	£4.19	£26.68	£41,694	£22.83	£4.26	£27.09		
29.0		£41,664	£22.81	£4.25	£27.07	£42,289	£23.16	£4.32	£27.47		
29.5	£42,264	£23.14	£4.31	£27.46	£42,898	£23.49	£4.38	£27.87			
30.0	£42,881	£23.48	£4.38	£27.86	£43,524	£23.83	£4.44	£28.27			
30.5	£43,506	£23.82	£4.44	£28.26	£44,159	£24.18	£4.51	£28.69			
31.0	£44,140	£24.17	£4.51	£28.67	£44,802	£24.53	£4.57	£29.10			
31.5	Band 6 Contribution	£44,784	£24.52	£4.57	£29.09	£45,456	£24.89	£4.64	£29.53		
32.0		£45,437	£24.88	£4.64	£29.52	£46,119	£25.25	£4.71	£29.96		
32.5	Band 6 Contribution	Band 7 Standard	£46,100	£25.24	£4.71	£29.95	£46,792	£25.62	£4.78	£30.40	
33.0		£46,773	£25.61	£4.77	£30.38	£47,475	£25.99	£4.85	£30.84		
33.5		£47,456	£25.98	£4.84	£30.83	£48,168	£26.37	£4.92	£31.29		
34.0		£48,148	£26.36	£4.91	£31.28	£48,870	£26.76	£4.99	£31.75		
34.5		£48,852	£26.75	£4.99	£31.74	£49,585	£27.15	£5.06	£32.21		

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35.0	Band 7 Standard	£49,565	£27.14	£5.06	£32.20	£50,308	£27.55	£5.13	£32.68
35.5		£50,289	£27.54	£5.13	£32.67	£51,043	£27.95	£5.21	£33.16
36.0		£51,024	£27.94	£5.21	£33.15	£51,789	£28.36	£5.29	£33.64
36.5		£51,770	£28.35	£5.28	£33.63	£52,547	£28.77	£5.36	£34.14
37.0		£52,527	£28.76	£5.36	£34.12	£53,315	£29.19	£5.44	£34.63
37.5		£53,295	£29.18	£5.44	£34.62	£54,094	£29.62	£5.52	£35.14
38.0		Band 7 Contribution	£53,565	£29.33	£5.47	£34.80	£54,368	£29.77	£5.55
38.5	£54,356		£29.76	£5.55	£35.31	£55,171	£30.21	£5.63	£35.84
39.0	£55,159		£30.20	£5.63	£35.83	£55,986	£30.66	£5.71	£36.37
39.5	£55,974		£30.65	£5.71	£36.36	£56,814	£31.11	£5.80	£36.91
40.0	£56,800		£31.10	£5.80	£36.90	£57,652	£31.57	£5.88	£37.45
40.5	£57,639		£31.56	£5.88	£37.44	£58,504	£32.03	£5.97	£38.01
41.0	Band 8 Standard		£58,490	£32.03	£5.97	£38.00	£59,367	£32.51	£6.06
41.5		£59,354	£32.50	£6.06	£38.56	£60,244	£32.99	£6.15	£39.14
42.0		£60,231	£32.98	£6.15	£39.13	£61,134	£33.47	£6.24	£39.71
42.5		£61,121	£33.47	£6.24	£39.71	£62,038	£33.97	£6.33	£40.30
43.0		£62,023	£33.96	£6.33	£40.29	£62,953	£34.47	£6.43	£40.90
43.5		£62,939	£34.46	£6.42	£40.89	£63,883	£34.98	£6.52	£41.50
44.0		Band 8 Contribution	£63,869	£34.97	£6.52	£41.49	£64,827	£35.50	£6.62
44.5	£64,813		£35.49	£6.62	£42.10	£65,785	£36.02	£6.71	£42.74
45.0	£65,770		£36.01	£6.71	£42.73	£66,757	£36.55	£6.81	£43.37
45.5	£66,742		£36.54	£6.81	£43.36	£67,743	£37.09	£6.91	£44.01
46.0	£67,728		£37.08	£6.91	£44.00	£68,744	£37.64	£7.02	£44.66
46.5	£68,728		£37.63	£7.01	£44.65	£69,759	£38.20	£7.12	£45.32
47.0	Band 9		£69,744	£38.19	£7.12	£45.31	£70,790	£38.76	£7.23
47.5		£70,774	£38.75	£7.22	£45.98	£71,836	£39.33	£7.33	£46.67
48.0		£71,821	£39.33	£7.33	£46.66	£72,898	£39.92	£7.44	£47.36
48.5	Band 10	£72,882	£39.91	£7.44	£47.35	£73,975	£40.51	£7.55	£48.06
49.0		£73,959	£40.50	£7.55	£48.05	£75,068	£41.10	£7.66	£48.77

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49.5	Band 9 Contribution	£75,052	£41.10	£7.66	£48.76	£76,178	£41.71	£7.78	£49.49
50.0		£76,161	£41.70	£7.77	£49.48	£77,303	£42.33	£7.89	£50.22
50.5		£77,287	£42.32	£7.89	£50.21	£78,446	£42.95	£8.01	£50.96
51.0		£78,429	£42.94	£8.00	£50.95	£79,605	£43.59	£8.12	£51.71
51.5		£79,588	£43.58	£8.12	£51.70	£80,782	£44.23	£8.24	£52.48
52.0		£80,764	£44.22	£8.24	£52.47	£81,975	£44.89	£8.37	£53.25
52.5		£81,958	£44.88	£8.36	£53.24	£83,187	£45.55	£8.49	£54.04
53.0		£83,170	£45.54	£8.49	£54.03	£84,418	£46.22	£8.62	£54.84
53.5		£84,399	£46.21	£8.61	£54.83	£85,665	£46.91	£8.74	£55.65
54.0		£85,646	£46.90	£8.74	£55.64	£86,931	£47.60	£8.87	£56.47
54.5	£86,913	£47.59	£8.87	£56.46	£88,217	£48.30	£9.00	£57.31	
55.0	£88,197	£48.29	£9.00	£57.29	£89,520	£49.02	£9.14	£58.15	
55.5	£89,502	£49.01	£9.13	£58.14	£90,845	£49.74	£9.27	£59.01	
56.0	£90,824	£49.73	£9.27	£59.00	£92,186	£50.48	£9.41	£59.89	
56.5	£92,145	£50.45	£9.40	£59.86	£93,527	£51.21	£9.55	£60.76	
57.0	£93,467	£51.18	£9.54	£60.72	£94,869	£51.95	£9.68	£61.63	
57.5	£94,789	£51.90	£9.67	£61.58	£96,211	£52.68	£9.82	£62.50	
58.0	£96,110	£52.63	£9.81	£62.43	£97,552	£53.41	£9.96	£63.37	
58.5	£97,432	£53.35	£9.94	£63.29	£98,893	£54.15	£10.09	£64.24	
59.0	£98,754	£54.07	£10.08	£64.15	£100,235	£54.88	£10.23	£65.11	
59.5	£100,076	£54.80	£10.21	£65.01	£101,577	£55.62	£10.37	£65.99	
60.0	£101,398	£55.52	£10.35	£65.87	£102,919	£56.35	£10.50	£66.86	
60.5	£102,719	£56.24	£10.48	£66.73	£104,260	£57.09	£10.64	£67.73	
61.0	£104,041	£56.97	£10.62	£67.59	£105,602	£57.82	£10.78	£68.60	
61.5	£105,363	£57.69	£10.75	£68.45	£106,943	£58.56	£10.92	£69.47	
62.0	£106,684	£58.42	£10.89	£69.30	£108,284	£59.29	£11.05	£70.34	
62.5	£108,007	£59.14	£11.02	£70.16	£109,627	£60.03	£11.19	£71.22	
63.0	£109,328	£59.86	£11.16	£71.02	£110,968	£60.76	£11.33	£72.09	
63.5	£110,649	£60.59	£11.29	£71.88	£112,309	£61.50	£11.46	£72.96	

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78.0	Band 10 Contribution		£148,956	£81.56	£15.20	£96.76	£151,190	£82.79	£15.43	£98.22
78.5			£150,276	£82.28	£15.34	£97.62	£152,530	£83.52	£15.57	£99.09
79.0			£151,596	£83.01	£15.47	£98.48	£153,870	£84.25	£15.70	£99.96
79.5			£152,917	£83.73	£15.61	£99.34	£155,211	£84.99	£15.84	£100.83
80.0			£154,236	£84.45	£15.74	£100.19	£156,550	£85.72	£15.98	£101.70
80.5			£155,557	£85.18	£15.88	£101.05	£157,890	£86.45	£16.11	£102.57
81.0			£156,877	£85.90	£16.01	£101.91	£159,230	£87.19	£16.25	£103.44
81.5			£158,196	£86.62	£16.15	£102.77	£160,569	£87.92	£16.39	£104.31
82.0			£159,517	£87.34	£16.28	£103.63	£161,910	£88.65	£16.53	£105.18