LSE Pay Framework - 1 August 2026 - National pay award pending
SALARY BANDS 1-10 (HOURLY RATES)

This pay spine applies from 1 August 2026; it reflects changes agreed between the School and the recognised trade unions and implementation of the 2026/27 national pay award. It applies to all salaried and hourly paid staff except academic staff, research staff and ECT staff who have transferred to the New Academic, Research or Education Career structure.

Changes effective from 1 August 2026:

The following changes apply from 1 August 2026:
- salary values for steps 4.0 to 13.0 have increased;
-steps 1.0 to 3.5 have been removed from the pay spine;
- Salary Band 1 now begins at step 4.0 (previously step 1.0);
- Salary Band 2 now beings at step 5.5 (previously step 4.5).

In addition to and following the above changes, the national pay award of 2.0% has been applied to all step values on the salary scale effective 1 August 2026.

Salary band structure and contribution ranges:

Salary bands 1 to 8 each comprise a Standard Range and a Contribution Range as shown. Annual incrementation applies within the Standard Range only. Progress to, and within, the Contribution Range of each salary band is based on contribution. Salary bands 9 and 10 do not have Standard Ranges; all progression within these bands is based on contribution. Guidance on contribution pay processes for all staff is available on the HR website.

Annual incrementation:

The annual incrementation date is normally 1 August. On that date, staff whose salary is below the maximum of the Standard Range for their salary band will receive one increment except where:
- they were appointed or promoted after the preceding 31 January, in which case they will recive half an increment; or
- they are already only half an increment below the maximum of the Standard Range, in which case they will receive half an increment.

NB One increment is equivalent to an increase of one Step (e.g., from Step 24.5 to Step 25.5 on Salary Band 6).

Hourly rates:

The hourly rates set out below apply to staff employed on variable hours contracts. The standard hourly rate (exclusive of holiday pay) is calculated by dividing the relevant annual salary by the average weeks in a year (52.18) and the standard full-time contractual weekly hours (35).

Holiday pay:

The holiday pay calculation is based on a full-time member of staff being contracted for 1,826.30 hours per year (52.18 weeks x 35 hours per week). This includes holiday entitlement (comprising annual leave, School closure days and bank holidays) of 287 hours per year (41 days at 7 hours per day), leaving 1,539.30 working hours per year. Holiday pay therefore accrues at a rate of 11.18 minutes for each hour worked, equivalent to 18.64% of the standard hourly rate (287 divided by 1,539.30).

Additional information:

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.

The pay spine also reflects the School's Financial Reward Package implemented in August 2024, which included a consolidated £1,300 increase to each salary scale point.

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Step	Salary Bands		1 August 2026 Annual Salary	1 August 2026 Hourly Rate	1 August 2026 Holiday Pay accrued per hour worked	1 August 2026 Pay & Holiday accrued per hour worked
4.0		Band 1 Standard	£27,795	£15.22	£2.84	£18.06
4.5			£28,020	£15.34	£2.86	£18.20
5.0			£28,244	£15.47	£2.88	£18.35
5.5	Band 2 Standard	Band 1 Contribution	£28,469	£15.59	£2.91	£18.50
6.0			£28,693	£15.71	£2.93	£18.64
6.5			£28,917	£15.83	£2.95	£18.78
7.0			£29,142	£15.96	£2.97	£18.93
7.5			£29,366	£16.08	£3.00	£19.08
8.0			£29,672	£16.25	£3.03	£19.28
8.5	Band 2 Contribution	Band 3 Standard	£29,978	£16.41	£3.06	£19.47
9.0			£30,284	£16.58	£3.09	£19.67
9.5			£30,590	£16.75	£3.12	£19.87
10.0			£30,947	£16.95	£3.16	£20.11
10.5			£31,304	£17.14	£3.19	£20.33
11.0			£31,661	£17.34	£3.23	£20.57
11.5			£32,018	£17.53	£3.27	£20.80
12.0			£32,375	£17.73	£3.30	£21.03
12.5			£32,732	£17.92	£3.34	£21.26
13.0			£33,140	£18.15	£3.38	£21.53
13.5	Band 4 Standard	Band 3 Contribution	£33,548	£18.37	£3.42	£21.79
14.0			£33,972	£18.60	£3.47	£22.07
14.5			£34,352	£18.81	£3.51	£22.32
15.0			£34,790	£19.05	£3.55	£22.60
15.5			£35,230	£19.29	£3.60	£22.89
16.0			£35,679	£19.54	£3.64	£23.18
16.5			£36,136	£19.79	£3.69	£23.48
17.0			£36,614	£20.05	£3.74	£23.79
17.5			£36,774	£20.14	£3.75	£23.89
18.0	Band 4 Contribution	Band 5 Standard	£37,244	£20.39	£3.80	£24.19
18.5			£37,719	£20.65	£3.85	£24.50
19.0			£38,204	£20.92	£3.90	£24.82
19.5			£38,692	£21.19	£3.95	£25.14
20.0			£39,191	£21.46	£4.00	£25.46
20.5			£39,694	£21.73	£4.05	£25.78
21.0			£40,205	£22.01	£4.10	£26.11
21.5			£40,740	£22.31	£4.16	£26.47
22.0			£41,283	£22.60	£4.21	£26.81
22.5			£41,837	£22.91	£4.27	£27.18
23.0			£42,397	£23.21	£4.33	£27.54

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23.5		Band 5 Contribution	£42,969	£23.53	£4.39	£27.92
24.0			£43,547	£23.84	£4.44	£28.28
24.5	Band 6 Standard		£44,143	£24.17	£4.51	£28.68
25.0			£44,736	£24.50	£4.57	£29.07
25.5			£45,358	£24.84	£4.63	£29.47
26.0			£45,990	£25.18	£4.69	£29.87
26.5			£46,609	£25.52	£4.76	£30.28
27.0			£47,237	£25.86	£4.82	£30.68
27.5			£47,872	£26.21	£4.89	£31.10
28.0			£48,520	£26.57	£4.95	£31.52
28.5			£49,185	£26.93	£5.02	£31.95
29.0			£49,865	£27.30	£5.09	£32.39
29.5			£50,565	£27.69	£5.16	£32.85
30.0			£51,284	£28.08	£5.23	£33.31
30.5			£52,011	£28.48	£5.31	£33.79
31.0			£52,749	£28.88	£5.38	£34.26
31.5	Band 6 Contribution		£53,497	£29.29	£5.46	£34.75
32.0			£54,258	£29.71	£5.54	£35.25
32.5		Band 7 Standard	£55,028	£30.13	£5.62	£35.75
33.0			£55,813	£30.56	£5.70	£36.26
33.5			£56,607	£31.00	£5.78	£36.78
34.0			£57,414	£31.44	£5.86	£37.30
34.5			£58,233	£31.89	£5.94	£37.83
35.0		Band 7 Standard	£59,063	£32.34	£6.03	£38.37
35.5			£59,905	£32.80	£6.11	£38.91
36.0			£60,760	£33.27	£6.20	£39.47
36.5			£61,629	£33.75	£6.29	£40.04
37.0			£62,510	£34.23	£6.38	£40.61
37.5			£63,404	£34.72	£6.47	£41.19
38.0		Band 7 Contribution	£63,718	£34.89	£6.50	£41.39
38.5			£64,638	£35.39	£6.60	£41.99
39.0			£65,572	£35.90	£6.69	£42.59
39.5			£66,521	£36.42	£6.79	£43.21
40.0			£67,482	£36.95	£6.89	£43.84
40.5			£68,459	£37.49	£6.99	£44.48
41.0			£69,449	£38.03	£7.09	£45.12
41.5	Band 8 Standard		£70,455	£38.58	£7.19	£45.77
42.0			£71,476	£39.14	£7.30	£46.44
42.5			£72,509	£39.70	£7.40	£47.10
43.0			£73,560	£40.28	£7.51	£47.79
43.5			£74,627	£40.86	£7.62	£48.48
44.0	Band 8 Contribution		£75,709	£41.45	£7.73	£49.18
44.5			£76,808	£42.06	£7.84	£49.90
45.0			£77,920	£42.67	£7.95	£50.62
45.5			£79,054	£43.29	£8.07	£51.36
46.0			£80,200	£43.91	£8.18	£52.09

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46.5		Band 9	£81,363	£44.55	£8.30	£52.85
47.0			£82,546	£45.20	£8.43	£53.63
47.5			£83,744	£45.85	£8.55	£54.40
48.0			£84,962	£46.52	£8.67	£55.19
48.5	Band 10		£86,197	£47.20	£8.80	£56.00
49.0			£87,451	£47.88	£8.92	£56.80
49.5			£88,722	£48.58	£9.06	£57.64
50.0			£90,013	£49.29	£9.19	£58.48
50.5			£91,324	£50.00	£9.32	£59.32
51.0		Band 9 Contribution	£92,652	£50.73	£9.46	£60.19
51.5			£94,002	£51.47	£9.59	£61.06
52.0			£95,368	£52.22	£9.73	£61.95
52.5			£96,759	£52.98	£9.88	£62.86
53.0			£98,169	£53.75	£10.02	£63.77
53.5			£99,598	£54.54	£10.17	£64.71
54.0			£101,050	£55.33	£10.31	£65.64
54.5			£102,525	£56.14	£10.46	£66.60
55.0			£104,019	£56.96	£10.62	£67.58
55.5			£105,538	£57.79	£10.77	£68.56
56.0	Band 10 Contribution		£107,078	£58.63	£10.93	£69.56
56.5			£108,614	£59.47	£11.09	£70.56
57.0			£110,154	£60.32	£11.24	£71.56
57.5			£111,689	£61.16	£11.40	£72.56
58.0			£113,229	£62.00	£11.56	£73.56
58.5			£114,767	£62.84	£11.71	£74.55
59.0			£116,306	£63.68	£11.87	£75.55
59.5			£117,844	£64.53	£12.03	£76.56
60.0			£119,382	£65.37	£12.18	£77.55
60.5			£120,918	£66.21	£12.34	£78.55
61.0			£122,458	£67.05	£12.50	£79.55
61.5			£123,998	£67.90	£12.66	£80.56
62.0			£125,534	£68.74	£12.81	£81.55
62.5			£127,074	£69.58	£12.97	£82.55
63.0			£128,609	£70.42	£13.13	£83.55
63.5			£130,148	£71.26	£13.28	£84.54
64.0			£131,688	£72.11	£13.44	£85.55
64.5			£133,225	£72.95	£13.60	£86.55
65.0			£134,764	£73.79	£13.75	£87.54
65.5			£136,303	£74.63	£13.91	£88.54
66.0	Band 10 Contribution		£137,838	£75.47	£14.07	£89.54
66.5			£139,377	£76.32	£14.23	£90.55
67.0			£140,918	£77.16	£14.38	£91.54
67.5			£142,454	£78.00	£14.54	£92.54

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68.0		£143,994	£78.84	£14.70	£93.54
68.5		£145,529	£79.69	£14.85	£94.54
69.0		£147,070	£80.53	£15.01	£95.54
69.5		£148,607	£81.37	£15.17	£96.54
70.0		£150,144	£82.21	£15.32	£97.53
70.5		£151,684	£83.06	£15.48	£98.54
71.0		£153,224	£83.90	£15.64	£99.54
71.5		£154,757	£84.74	£15.80	£100.54
72.0		£156,293	£85.58	£15.95	£101.53
72.5		£157,829	£86.42	£16.11	£102.53
73.0		£159,366	£87.26	£16.27	£103.53
73.5		£160,901	£88.10	£16.42	£104.52
74.0		£162,438	£88.94	£16.58	£105.52
74.5		£163,974	£89.78	£16.73	£106.51
75.0		£165,510	£90.63	£16.89	£107.52
75.5		£167,047	£91.47	£17.05	£108.52
76.0		£168,582	£92.31	£17.21	£109.52
76.5		£170,118	£93.15	£17.36	£110.51
77.0		£171,654	£93.99	£17.52	£111.51
77.5		£173,191	£94.83	£17.68	£112.51
78.0		£174,728	£95.67	£17.83	£113.50
78.5		£176,263	£96.51	£17.99	£114.50
79.0	**Band 10**	£177,799	£97.35	£18.15	£115.50
79.5	**Contribution**	£179,337	£98.20	£18.30	£116.50
80.0		£180,872	£99.04	£18.46	£117.50
80.5		£182,409	£99.88	£18.62	£118.50
81.0		£183,944	£100.72	£18.77	£119.49
81.5		£185,479	£101.56	£18.93	£120.49
82.0		£187,017	£102.40	£19.09	£121.49
82.5		£188,568	£103.25	£19.25	£122.50
83.0		£190,132	£104.11	£19.41	£123.52
83.5		£191,707	£104.97	£19.57	£124.54
84.0		£193,299	£105.84	£19.73	£125.57
84.5		£194,902	£106.72	£19.89	£126.61
85.0		£196,519	£107.60	£20.06	£127.66