

SALARY BANDS 1 - 10

This pay spine reflects the LSE Pay Framework following the national pay award applied in August 2025 **updated in line with adjustments to salary scale points 1.0 to 3.5 as a result of the latest London Living Wage rate from 1 May 2026**. This pay spine 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. The pay spine also reflects changes as a result of the School's Financial Reward Package effective August 2024. As part of the Financial Reward Package, prior to the implementation of the national pay award, each salary scale point was adjusted by a consolidated £1,300 increase.

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 their salary band, one increment shall be awarded unless i) members of staff were appointed or promoted after the preceding 31 January, in which case only half an increment will be awarded; or ii) members of staff are already only half an increment below the standard maximum in which case only half an increment shall be awarded. NB One increment is equivalent to an increase of 1.0 in Step (e.g. on Salary Band 6, this would equate to a move from Step 24.5 to Step 25.5).

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.

Step	Salary Bands		1 March 2025	1 August 2025	1 May 2026
1.0	Band 1 Standard		£26,516	£26,888	£27,030
1.5			£26,516	£26,888	£27,030
2.0			£26,516	£26,888	£27,030
2.5	Band 1 Contribution		£26,516	£26,888	£27,030
3.0			£26,516	£26,888	£27,030
3.5			£26,516	£26,888	£27,030
4.0			£26,656	£27,030	
4.5	Band 2 Standard		£26,747	£27,122	
5.0			£27,066	£27,445	
5.5			£27,069	£27,448	
6.0			£27,406	£27,790	
6.5			£27,599	£27,986	
7.0			£27,907	£28,298	
7.5			£28,184	£28,579	
8.0	Band 2 Contribution		£28,440	£28,839	
8.5			£28,708	£29,110	
9.0			£29,011	£29,418	
9.5	Band 3 Standard		£29,376	£29,788	
10.0			£29,701	£30,117	
10.5			£30,074	£30,496	
11.0			£30,453	£30,880	
11.5			£30,816	£31,248	
12.0			£31,215	£31,653	
12.5			£31,604	£32,047	
13.0	Band 3 Contribution		£32,019	£32,468	
13.5			£32,435	£32,890	
14.0			£32,845	£33,305	
14.5			£33,213	£33,678	
15.0			£33,636	£34,107	
15.5			£34,062	£34,539	
16.0	Band 4 Standard		£34,496	£34,979	
16.5			£34,937	£35,427	
17.0			£35,400	£35,896	
17.5			£35,554	£36,052	
18.0			£36,008	£36,513	
18.5			£36,468	£36,979	
19.0	Band 4 Contribution		£36,936	£37,454	
19.5			£37,409	£37,933	
20.0			£37,891	£38,422	
20.5			£38,377	£38,915	
21.0			£38,871	£39,416	
21.5			£39,389	£39,941	
22.0	Band 5 Standard		£39,914	£40,473	
22.5			£40,449	£41,016	
23.0			£40,991	£41,565	
23.5			£41,544	£42,126	

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Step	Salary Bands	1 March 2025	1 August 2025	1 May 2026	
24.0	Band 5 Contribution	£42,103	£42,693		
24.5		£42,679	£43,277		
25.0	Band 6 Standard <i>Research Officer</i>	£43,252	£43,858		
25.5		£43,854	£44,468		
26.0		£44,465	£45,088		
26.5		£45,064	£45,695		
27.0		£45,670	£46,310		
27.5		£46,285	£46,933		
28.0		£46,911	£47,568		
28.5		£47,554	£48,220		
29.0		£48,212	£48,887		
29.5		£48,888	£49,573		
30.0		£49,583	£50,278		
30.5		£50,286	£50,991		
31.0	Band 6 Contribution	£51,000	£51,714		
31.5		£51,723	£52,448		
32.0	Band 7 Standard <i>Lecturer</i> <i>Research Fellow</i>	£52,459	£53,194		
32.5		£53,204	£53,949		
33.0		£53,962	£54,718		
33.5		£54,730	£55,497		
34.0		£55,510	£56,288		
34.5		£56,302	£57,091		
35.0		£57,104	£57,904		
35.5		£57,919	£58,730		
36.0		£58,745	£59,568		
36.5		£59,585	£60,420		
37.0		£60,437	£61,284		
37.5		£61,301	£62,160		
38.0	Band 7 Contribution	£61,605	£62,468		
38.5		£62,495	£63,370		
39.0		Band 8 Standard <i>Senior Lecturer</i>	£63,398		£64,286
39.5			£64,315		£65,216
40.0			£65,244		£66,158
40.5			£66,189	£67,116	
41.0			£67,146	£68,087	
41.5			£68,119	£69,073	
42.0		<i>Senior Research Fellow</i>	£69,106	£70,074	
42.5			£70,105	£71,087	
43.0			£71,121	£72,117	
43.5			£72,152	£73,163	
44.0	Band 8 Contribution		£73,199	£74,224	
44.5			£74,261	£75,301	
45.0		£75,337	£76,392		
45.5		£76,432	£77,503		
46.0		<i>Reader</i>	£77,541	£78,627	
46.5			£78,665	£79,767	
47.0			£79,809	£80,927	
47.5			£80,967	£82,101	
48.0			£82,145	£83,296	
48.5			£83,339	£84,506	
49.0		Band 10 Contribution <i>Professor</i> <i>Professorial Research Fellow</i>	£84,552	£85,736	
49.5			£85,781	£86,982	
50.0	£87,029		£88,248		
50.5	£88,296		£89,533		
51.0	£89,580		£90,835		
51.5	£90,885		£92,158		
52.0	£92,207		£93,498		
52.5	£93,551		£94,861		
53.0	£94,915		£96,244		
53.5	£96,296		£97,645		
54.0	£97,700		£99,068		
54.5	£99,126		£100,514		
55.0	£100,571	£101,979			
55.5	£102,039	£103,468			

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Step	Salary Bands	1 March 2025	1 August 2025	1 May 2026
56.0		£103,528	£104,978	
56.5		£105,013	£106,484	
57.0		£106,502	£107,994	
57.5		£107,987	£109,499	
58.0		£109,475	£111,008	
58.5		£110,962	£112,516	
59.0		£112,450	£114,025	
59.5		£113,937	£115,533	
60.0		£115,425	£117,041	
60.5		£116,910	£118,547	
61.0		£118,398	£120,056	
61.5		£119,887	£121,566	
62.0		£121,372	£123,072	
62.5		£122,861	£124,582	
63.0		£124,346	£126,087	
63.5		£125,834	£127,596	
64.0		£127,322	£129,105	
64.5		£128,808	£130,612	
65.0		£130,296	£132,121	
65.5		£131,785	£133,630	
66.0		£133,269	£135,135	
66.5		£134,757	£136,644	
67.0		£136,246	£138,154	
67.5		£137,731	£139,660	
68.0		£139,220	£141,170	
68.5		£140,705	£142,675	
69.0		£142,195	£144,186	
69.5		£143,681	£145,693	
70.0		£145,167	£147,200	
70.5		£146,655	£148,709	
71.0		£148,144	£150,219	
71.5		£149,627	£151,722	
72.0		£151,112	£153,228	
72.5		£152,597	£154,734	
73.0		£154,083	£156,241	
73.5		£155,568	£157,746	
74.0		£157,053	£159,252	
74.5		£158,538	£160,758	
75.0		£160,023	£162,264	
75.5		£161,509	£163,771	
76.0		£162,994	£165,276	
76.5		£164,479	£166,782	
77.0		£165,964	£168,288	
77.5		£167,450	£169,795	
78.0		£168,935	£171,301	
78.5		£170,420	£172,806	
79.0		£171,905	£174,312	
79.5		£173,392	£175,820	
80.0		£174,876	£177,325	
80.5		£176,362	£178,832	
81.0		£177,847	£180,337	
81.5		£179,331	£181,842	
82.0		£180,818	£183,350	
82.5		£182,317	£184,870	
83.0		£183,829	£186,403	
83.5		£185,353	£187,948	
84.0		£186,891	£189,508	