

LSE Pay Framework - August 2024

SALARY BANDS 1-10 (HOURLY RATES)

This pay spine applies to all hourly-paid staff. It reflects the LSE Pay Framework following the national pay award applied in August 2024 and the changes as a result of the School's Financial Reward Package effective from 1 August 2024 (resulting in a consolidated increase of £1,300 to each salary scale point prior to the implementation of the national pay award). As part of the national pay award, a further increase will apply in March 2025 and an updated pay spine will be produced to reflect the changes.

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 (eg on Salary Band 6 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.

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 hours 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 May 2024 Annual Salary	1 May 2024 Hourly Rate	1 May 2024 Holiday Pay accrued per hour worked	1 May 2024 Pay & Holiday accrued per hour worked	1 August 2024 Annual Salary	1 August 2024 Hourly Rate	1 August 2024 Holiday Pay accrued per hour worked	1 August 2024 Pay & Holiday accrued per hour worked	
1		Band 1 Standard	£24,016	£13.15	£2.45	£15.60	£26,216	£14.35	£2.67	£17.02	
1.5			£24,016	£13.15	£2.45	£15.60	£26,216	£14.35	£2.67	£17.02	
2			£24,016	£13.15	£2.45	£15.60	£26,216	£14.35	£2.67	£17.02	
2.5		Band 1 Contribution	£24,016	£13.15	£2.45	£15.60	£26,216	£14.35	£2.67	£17.02	
3			£24,016	£13.15	£2.45	£15.60	£26,216	£14.35	£2.67	£17.02	
3.5			£24,016	£13.15	£2.45	£15.60	£26,216	£14.35	£2.67	£17.02	
4	Band 2 Standard		£24,156	£13.23	£2.47	£15.70	£26,356	£14.43	£2.69	£17.12	
4.5		£24,247	£13.28	£2.47	£15.75	£26,447	£14.48	£2.70	£17.18		
5		£24,566	£13.45	£2.51	£15.96	£26,766	£14.66	£2.73	£17.39		
5.5		£24,569	£13.45	£2.51	£15.96	£26,769	£14.66	£2.73	£17.39		
6		£24,906	£13.64	£2.54	£16.18	£27,106	£14.84	£2.77	£17.61		
6.5		£25,099	£13.74	£2.56	£16.30	£27,299	£14.95	£2.79	£17.74		
7		£25,407	£13.91	£2.59	£16.50	£27,607	£15.12	£2.82	£17.94		
7.5		£25,684	£14.06	£2.62	£16.68	£27,884	£15.27	£2.85	£18.12		
8		Band 2 Contribution		£25,940	£14.20	£2.65	£16.85	£28,140	£15.41	£2.87	£18.28
8.5			£26,208	£14.35	£2.67	£17.02	£28,408	£15.55	£2.90	£18.45	
9	£26,511		£14.52	£2.71	£17.23	£28,711	£15.72	£2.93	£18.65		

9.5		Band 3 Standard	£26,876	£14.72	£2.74	£17.46	£29,076	£15.92	£2.97	£18.89	
10			£27,201	£14.89	£2.78	£17.67	£29,401	£16.10	£3.00	£19.10	
10.5			£27,574	£15.10	£2.81	£17.91	£29,774	£16.30	£3.04	£19.34	
11			£27,953	£15.31	£2.85	£18.16	£30,153	£16.51	£3.08	£19.59	
11.5			£28,316	£15.50	£2.89	£18.39	£30,516	£16.71	£3.11	£19.82	
12			£28,715	£15.72	£2.93	£18.65	£30,915	£16.93	£3.16	£20.09	
12.5			£29,104	£15.94	£2.97	£18.91	£31,304	£17.14	£3.19	£20.33	
13			£29,519	£16.16	£3.01	£19.17	£31,719	£17.37	£3.24	£20.61	
13.5	Band 4 Standard	Band 3 Contribution	£29,935	£16.39	£3.06	£19.45	£32,135	£17.60	£3.28	£20.88	
14			£30,345	£16.62	£3.10	£19.72	£32,545	£17.82	£3.32	£21.14	
14.5			£30,763	£16.84	£3.14	£19.98	£32,963	£18.05	£3.36	£21.41	
15			£31,186	£17.08	£3.18	£20.26	£33,386	£18.28	£3.41	£21.69	
15.5			£31,612	£17.31	£3.23	£20.54	£33,812	£18.51	£3.45	£21.96	
16			£32,046	£17.55	£3.27	£20.82	£34,246	£18.75	£3.50	£22.25	
16.5			£32,487	£17.79	£3.32	£21.11	£34,687	£18.99	£3.54	£22.53	
17			£32,950	£18.04	£3.36	£21.40	£35,150	£19.25	£3.59	£22.84	
17.5		£33,104	£18.13	£3.38	£21.51	£35,304	£19.33	£3.60	£22.93		
18	Band 4 Contribution	Band 5 Standard	£33,558	£18.37	£3.43	£21.80	£35,758	£19.58	£3.65	£23.23	
18.5				£34,018	£18.63	£3.47	£22.10	£36,218	£19.83	£3.70	£23.53
19				£34,486	£18.88	£3.52	£22.40	£36,686	£20.09	£3.74	£23.83
19.5				£34,959	£19.14	£3.57	£22.71	£37,159	£20.35	£3.79	£24.14
20			£35,441	£19.41	£3.62	£23.03	£37,641	£20.61	£3.84	£24.45	
20.5			£35,927	£19.67	£3.67	£23.34	£38,127	£20.88	£3.89	£24.77	
21			£36,421	£19.94	£3.72	£23.66	£38,621	£21.15	£3.94	£25.09	
21.5			£36,939	£20.23	£3.77	£24.00	£39,139	£21.43	£3.99	£25.42	
22		£37,464	£20.51	£3.82	£24.33	£39,664	£21.72	£4.05	£25.77		
22.5		£37,999	£20.81	£3.88	£24.69	£40,199	£22.01	£4.10	£26.11		
23		£38,541	£21.10	£3.93	£25.03	£40,741	£22.31	£4.16	£26.47		
23.5		£39,094	£21.41	£3.99	£25.40	£41,294	£22.61	£4.21	£26.82		
24		£39,653	£21.71	£4.05	£25.76	£41,853	£22.92	£4.27	£27.19		
24.5	Band 6 Standard	Band 5 Contribution	£40,229	£22.03	£4.11	£26.14	£42,429	£23.23	£4.33	£27.56	
25			£40,802	£22.34	£4.16	£26.50	£43,002	£23.55	£4.39	£27.94	
25.5			£41,404	£22.67	£4.23	£26.90	£43,604	£23.88	£4.45	£28.33	
26			£42,015	£23.01	£4.29	£27.30	£44,215	£24.21	£4.51	£28.72	
26.5			£42,614	£23.33	£4.35	£27.68	£44,814	£24.54	£4.57	£29.11	
27			£43,220	£23.67	£4.41	£28.08	£45,420	£24.87	£4.64	£29.51	
27.5			£43,835	£24.00	£4.47	£28.47	£46,035	£25.21	£4.70	£29.91	
28			£44,461	£24.34	£4.54	£28.88	£46,661	£25.55	£4.76	£30.31	
28.5		£45,094	£24.69	£4.60	£29.29	£47,294	£25.90	£4.83	£30.73		
29		£45,736	£25.04	£4.67	£29.71	£47,936	£26.25	£4.89	£31.14		
29.5		£46,395	£25.40	£4.74	£30.14	£48,595	£26.61	£4.96	£31.57		
30		£47,073	£25.78	£4.80	£30.58	£49,273	£26.98	£5.03	£32.01		
30.5		£47,759	£26.15	£4.87	£31.02	£49,959	£27.36	£5.10	£32.46		
31		£48,456	£26.53	£4.95	£31.48	£50,656	£27.74	£5.17	£32.91		
31.5	Band 6 Contribution	Band 7 Standard	£49,161	£26.92	£5.02	£31.94	£51,361	£28.12	£5.24	£33.36	
32			£49,879	£27.31	£5.09	£32.40	£52,079	£28.52	£5.32	£33.84	
32.5				£50,606	£27.71	£5.17	£32.88	£52,806	£28.91	£5.39	£34.30
33				£51,345	£28.11	£5.24	£33.35	£53,545	£29.32	£5.47	£34.79

33.5			£52,095	£28.52	£5.32	£33.84	£54,295	£29.73	£5.54	£35.27		
34		Band 7 Standard	£52,856	£28.94	£5.39	£34.33	£55,056	£30.15	£5.62	£35.77		
34.5			£53,628	£29.36	£5.47	£34.83	£55,828	£30.57	£5.70	£36.27		
35			£54,411	£29.79	£5.55	£35.34	£56,611	£31.00	£5.78	£36.78		
35.5			£55,206	£30.23	£5.63	£35.86	£57,406	£31.43	£5.86	£37.29		
36			£56,012	£30.67	£5.72	£36.38	£58,212	£31.87	£5.94	£37.81		
36.5			£56,831	£31.12	£5.80	£36.92	£59,031	£32.32	£6.02	£38.34		
37			£57,662	£31.57	£5.89	£37.46	£59,862	£32.78	£6.11	£38.89		
37.5			£58,505	£32.03	£5.97	£38.00	£60,705	£33.24	£6.20	£39.44		
38			£58,802	£32.20	£6.00	£38.20	£61,002	£33.40	£6.23	£39.63		
38.5			Band 7 Contribution	£59,670	£32.67	£6.09	£38.76	£61,870	£33.88	£6.32	£40.20	
39		£60,551		£33.16	£6.18	£39.34	£62,751	£34.36	£6.40	£40.76		
39.5		£61,446		£33.65	£6.27	£39.91	£63,646	£34.85	£6.50	£41.35		
40		£62,352		£34.14	£6.36	£40.50	£64,552	£35.35	£6.59	£41.94		
40.5		£63,274		£34.65	£6.46	£41.11	£65,474	£35.85	£6.68	£42.53		
41		£64,208		£35.16	£6.55	£41.71	£66,408	£36.36	£6.78	£43.14		
41.5	Band 8 Standard	£65,157		£35.68	£6.65	£42.33	£67,357	£36.88	£6.87	£43.75		
42				£66,120	£36.20	£6.75	£42.95	£68,320	£37.41	£6.97	£44.38	
42.5				£67,095	£36.74	£6.85	£43.59	£69,295	£37.94	£7.07	£45.01	
43				£68,086	£37.28	£6.95	£44.23	£70,286	£38.49	£7.17	£45.66	
43.5			£69,092	£37.83	£7.05	£44.88	£71,292	£39.04	£7.28	£46.32		
44		Band 8 Contribution	Band 9	£70,113	£38.39	£7.16	£45.55	£72,313	£39.60	£7.38	£46.98	
44.5					£71,149	£38.96	£7.26	£46.22	£73,349	£40.16	£7.49	£47.65
45					£72,199	£39.53	£7.37	£46.90	£74,399	£40.74	£7.59	£48.33
45.5					£73,267	£40.12	£7.48	£47.60	£75,467	£41.32	£7.70	£49.02
46					£74,349	£40.71	£7.59	£48.30	£76,549	£41.91	£7.81	£49.72
46.5				£75,446	£41.31	£7.70	£49.01	£77,646	£42.52	£7.93	£50.45	
47				£76,562	£41.92	£7.81	£49.73	£78,762	£43.13	£8.04	£51.17	
47.5				£77,692	£42.54	£7.93	£50.47	£79,892	£43.75	£8.16	£51.91	
48				£78,841	£43.17	£8.05	£51.22	£81,041	£44.37	£8.27	£52.64	
48.5	Band 10			Band 9 Contribution	£80,006	£43.81	£8.17	£51.98	£82,206	£45.01	£8.39	£53.40
49			£81,189		£44.46	£8.29	£52.75	£83,389	£45.66	£8.51	£54.17	
49.5			£82,388		£45.11	£8.41	£53.52	£84,588	£46.32	£8.63	£54.95	
50			£83,606		£45.78	£8.53	£54.31	£85,806	£46.98	£8.76	£55.74	
50.5			£84,842		£46.46	£8.66	£55.12	£87,042	£47.66	£8.88	£56.54	
51			£86,095		£47.14	£8.79	£55.93	£88,295	£48.35	£9.01	£57.36	
51.5			£87,368		£47.84	£8.92	£56.76	£89,568	£49.04	£9.14	£58.18	
52			£88,658		£48.55	£9.05	£57.60	£90,858	£49.75	£9.27	£59.02	
52.5			£89,969		£49.26	£9.18	£58.44	£92,169	£50.47	£9.41	£59.88	
53		Band 10 Contribution			£91,300	£49.99	£9.32	£59.31	£93,500	£51.20	£9.54	£60.74
53.5			£92,647	£50.73	£9.46	£60.19	£94,847	£51.93	£9.68	£61.61		
54			£94,017	£51.48	£9.60	£61.08	£96,217	£52.68	£9.82	£62.50		
54.5			£95,408	£52.24	£9.74	£61.98	£97,608	£53.45	£9.96	£63.41		
55			£96,818	£53.01	£9.88	£62.89	£99,018	£54.22	£10.11	£64.33		
55.5			£98,250	£53.80	£10.03	£63.83	£100,450	£55.00	£10.25	£65.25		
56			£99,702	£54.59	£10.18	£64.77	£101,902	£55.80	£10.40	£66.20		
56.5			£101,151	£55.39	£10.32	£65.71	£103,351	£56.59	£10.55	£67.14		
57			£102,604	£56.18	£10.47	£66.65	£104,804	£57.39	£10.70	£68.09		
57.5			£104,053	£56.97	£10.62	£67.59	£106,253	£58.18	£10.84	£69.02		
58		£105,504	£57.77	£10.77	£68.54	£107,704	£58.97	£10.99	£69.96			

58.5		£106,955	£58.56	£10.92	£69.48	£109,155	£59.77	£11.14	£70.91	
59		£108,407	£59.36	£11.06	£70.42	£110,607	£60.56	£11.29	£71.85	
59.5		£109,858	£60.15	£11.21	£71.36	£112,058	£61.36	£11.44	£72.80	
60		£111,309	£60.95	£11.36	£72.31	£113,509	£62.15	£11.58	£73.73	
60.5		£112,758	£61.74	£11.51	£73.25	£114,958	£62.95	£11.73	£74.68	
61		£114,210	£62.54	£11.66	£74.20	£116,410	£63.74	£11.88	£75.62	
61.5		£115,662	£63.33	£11.80	£75.13	£117,862	£64.54	£12.03	£76.57	
62		£117,111	£64.12	£11.95	£76.07	£119,311	£65.33	£12.18	£77.51	
62.5		£118,564	£64.92	£12.10	£77.02	£120,764	£66.12	£12.32	£78.44	
63		£120,013	£65.71	£12.25	£77.96	£122,213	£66.92	£12.47	£79.39	
63.5		Band 10 Contribution	£121,464	£66.51	£12.40	£78.91	£123,664	£67.71	£12.62	£80.33
64			£122,916	£67.30	£12.55	£79.85	£125,116	£68.51	£12.77	£81.28
64.5			£124,366	£68.10	£12.69	£80.79	£126,566	£69.30	£12.92	£82.22
65	£125,818		£68.89	£12.84	£81.73	£128,018	£70.10	£13.07	£83.17	
65.5	£127,270		£69.69	£12.99	£82.68	£129,470	£70.89	£13.21	£84.10	
66	£128,718		£70.48	£13.14	£83.62	£130,918	£71.68	£13.36	£85.04	
66.5	£130,170		£71.28	£13.29	£84.57	£132,370	£72.48	£13.51	£85.99	
67	£131,622		£72.07	£13.43	£85.50	£133,822	£73.27	£13.66	£86.93	
67.5	£133,071		£72.86	£13.58	£86.44	£135,271	£74.07	£13.81	£87.88	
68	£134,524		£73.66	£13.73	£87.39	£136,724	£74.86	£13.95	£88.81	
68.5	£135,973		£74.45	£13.88	£88.33	£138,173	£75.66	£14.10	£89.76	
69	£137,426		£75.25	£14.03	£89.28	£139,626	£76.45	£14.25	£90.70	
69.5	£138,876		£76.04	£14.17	£90.21	£141,076	£77.25	£14.40	£91.65	
70	£140,326	£76.84	£14.32	£91.16	£142,526	£78.04	£14.55	£92.59		
70.5	£141,778	£77.63	£14.47	£92.10	£143,978	£78.84	£14.70	£93.54		
71	£143,230	£78.43	£14.62	£93.05	£145,430	£79.63	£14.84	£94.47		
71.5	£144,677	£79.22	£14.77	£93.99	£146,877	£80.42	£14.99	£95.41		
72	£146,126	£80.01	£14.91	£94.92	£148,326	£81.22	£15.14	£96.36		
72.5	£147,575	£80.81	£15.06	£95.87	£149,775	£82.01	£15.29	£97.30		
73	£149,024	£81.60	£15.21	£96.81	£151,224	£82.80	£15.43	£98.23		
73.5	£150,473	£82.39	£15.36	£97.75	£152,673	£83.60	£15.58	£99.18		
74	£151,922	£83.19	£15.51	£98.70	£154,122	£84.39	£15.73	£100.12		
74.5	£153,371	£83.98	£15.65	£99.63	£155,571	£85.18	£15.88	£101.06		
75	£154,820	£84.77	£15.80	£100.57	£157,020	£85.98	£16.03	£102.01		
75.5	Band 10 Contribution	£156,269	£85.57	£15.95	£101.52	£158,469	£86.77	£16.17	£102.94	
76		£157,718	£86.36	£16.10	£102.46	£159,918	£87.56	£16.32	£103.88	
76.5		£159,167	£87.15	£16.25	£103.40	£161,367	£88.36	£16.47	£104.83	
77		£160,616	£87.95	£16.39	£104.34	£162,816	£89.15	£16.62	£105.77	
77.5		£162,065	£88.74	£16.54	£105.28	£164,265	£89.94	£16.76	£106.70	
78		Band 10 Contribution	£163,514	£89.53	£16.69	£106.22	£165,714	£90.74	£16.91	£107.65
78.5			£164,963	£90.33	£16.84	£107.17	£167,163	£91.53	£17.06	£108.59
79			£166,412	£91.12	£16.98	£108.10	£168,612	£92.32	£17.21	£109.53
79.5			£167,862	£91.91	£17.13	£109.04	£170,062	£93.12	£17.36	£110.48
80			£169,310	£92.71	£17.28	£109.99	£171,510	£93.91	£17.50	£111.41
80.5			£170,760	£93.50	£17.43	£110.93	£172,960	£94.71	£17.65	£112.36
81			£172,209	£94.29	£17.58	£111.87	£174,409	£95.50	£17.80	£113.30
81.5			£173,657	£95.09	£17.72	£112.81	£175,857	£96.29	£17.95	£114.24
82	£175,107		£95.88	£17.87	£113.75	£177,307	£97.09	£18.10	£115.19	
82.5	N/A		N/A	N/A	N/A	£178,770	£97.89	£18.25	£116.14	
83	N/A		N/A	N/A	N/A	£180,245	£98.69	£18.40	£117.09	