

LSE Pay Framework - 1 August 2026 - National pay award pending
SALARY BANDS 1 - 10

This pay spine applies from 1 August 2026; it reflects changes agreed between the School and the recognised trade unions and is pending implementation of the 2026/27 national pay award. It applies to all salaried 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 begins at step 5.5 (previously step 4.5).

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 receive 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).

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.

Step	Salary Bands		1 August 2026
4.0	Band 1 Standard		£27,250
4.5			£27,470
5.0			£27,690
5.5	Band 1 Contribution	Band 2 Standard	£27,910
6.0			£28,130
6.5			£28,350
7.0			£28,570
7.5			£28,790
8.0			£29,090

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SALARY BANDS 1 - 10

8.5	Band 3 Standard	Band 2 Contribution	£29,390
9.0			£29,690
9.5		£29,990	
10.0		£30,340	
10.5			£30,690
11.0			£31,040
11.5			£31,390
12.0			£31,740
12.5			£32,090
13.0			£32,490
13.5	Band 3 Contribution	Band 4 Standard	£32,890
14.0			£33,305
14.5			£33,678
15.0			£34,107
15.5			£34,539
16.0			£34,979
16.5			£35,427
17.0			£35,896
17.5			£36,052
18.0			Band 5 Standard
18.5	£36,979		
19.0	£37,454		
19.5	£37,933		
20.0	£38,422		
20.5		£38,915	
21.0		£39,416	
21.5		£39,941	
22.0		£40,473	
22.5		£41,016	
23.0		£41,565	
23.5		£42,126	
24.0		£42,693	
24.5		Band 5 Contribution	Band 6 Standard <i>Research Officer</i>
25.0	£43,858		
25.5	£44,468		
26.0	£45,088		
26.5	£45,695		
27.0	£46,310		
27.5	£46,933		
28.0	£47,568		
28.5	£48,220		
29.0			
29.5		£49,573	
30.0		£50,278	
30.5		£50,991	
31.0		£51,714	
31.5			£52,448

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32.0			£53,194
32.5			£53,949
33.0			£54,718
33.5			£55,497
34.0			£56,288
34.5			£57,091
35.0			£57,904
35.5			£58,730
36.0			£59,568
36.5			£60,420
37.0			£61,284
37.5			£62,160
38.0			£62,468
38.5			£63,370
39.0			£64,286
39.5			£65,216
40.0			£66,158
40.5			£67,116
41.0			£68,087
41.5			£69,073
42.0			£70,074
42.5			£71,087
43.0			£72,117
43.5			£73,163
44.0			£74,224
44.5			£75,301
45.0			£76,392
45.5			£77,503
46.0			£78,627
46.5			£79,767
47.0			£80,927
47.5			£82,101
48.0			£83,296
48.5			£84,506
49.0			£85,736
49.5			£86,982
50.0			£88,248
50.5			£89,533
51.0			£90,835
51.5			£92,158
52.0			£93,498
52.5			£94,861
53.0			£96,244
53.5			£97,645
54.0			£99,068
54.5			£100,514

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55.0		£101,979
55.5		£103,468
56.0		£104,978
56.5		£106,484
57.0		£107,994
57.5		£109,499
58.0		£111,008
58.5		£112,516
59.0		£114,025
59.5		£115,533
60.0		£117,041
60.5		£118,547
61.0		£120,056
61.5		£121,566
62.0		£123,072
62.5		£124,582
63.0		£126,087
63.5		£127,596
64.0		£129,105
64.5		£130,612
65.0	Band 10 Contribution	£132,121
65.5		£133,630
66.0		£135,135
66.5		£136,644
67.0	Professor	£138,154
67.5		£139,660
68.0		£141,170
68.5	Professorial Research Fellow	£142,675
69.0		£144,186
69.5		£145,693
70.0		£147,200
70.5		£148,709
71.0		£150,219
71.5		£151,722
72.0		£153,228
72.5		£154,734
73.0		£156,241
73.5		£157,746
74.0		£159,252
74.5		£160,758
75.0		£162,264
75.5		£163,771
76.0		£165,276
76.5		£166,782
77.0		£168,288
77.5		£169,795

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78.0			£171,301
78.5			£172,806
79.0			£174,312
79.5			£175,820
80.0			£177,325
80.5			£178,832
81.0			£180,337
81.5			£181,842
82.0			£183,350
82.5			£184,870
83.0			£186,403
83.5			£187,948
84.0			£189,508
84.5			£191,080
85.0			£192,665