

# LSE Pay Framework - August 2023

## SALARY BANDS 1 - 10

This pay spine reflects the LSE Pay Framework following the national pay award update to be applied with effect from 1 February/1 August 2023. 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.

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.

Step	Salary Bands		1 August 2022	1 February 2023	1 August 2023
1.0	Band 1 Standard		£21,996	£22,996	£23,536
1.5			£21,996	£22,996	£23,536
2.0			£21,996	£22,996	£23,536
2.5	Band 1 Contribution		£21,996	£22,996	£23,536
3.0			£22,106	£23,106	£23,654
3.5			£22,307	£23,307	£23,869
4.0		Band 2 Standard	£22,575	£23,575	£24,156
4.5			£22,660	£23,660	£24,247
5.0			£22,958	£23,958	£24,566
5.5			£23,178	£24,178	£24,569
6.0			£23,496	£24,496	£24,906
6.5			£23,678	£24,678	£25,099
7.0			£23,968	£24,968	£25,407
7.5			£24,230	£25,230	£25,684
8.0		Band 2 Contribution	£24,471	£25,471	£25,940
8.5			£24,724	£25,724	£26,208
9.0			£25,010	£26,010	£26,511
9.5			£25,354	£26,354	£26,876
10.0		Band 3 Standard	£25,661	£26,661	£27,201
10.5			£26,013	£27,013	£27,574
11.0			£26,370	£27,370	£27,953
11.5			£26,713	£27,713	£28,316
12.0			£27,089	£28,089	£28,715
12.5			£27,456	£28,456	£29,104
13.0			£27,848	£28,848	£29,519
13.5	Band 3 Contribution	Band 4 Standard	£28,240	£29,240	£29,935
14.0			£28,627	£29,627	£30,345
14.5			£29,021	£30,021	£30,763
15.0			£29,420	£30,420	£31,186
15.5			£29,822	£30,822	£31,612
16.0			£30,232	£31,232	£32,046
16.5			£30,648	£31,648	£32,487
17.0			£31,084	£32,084	£32,950
17.5			£31,527	£32,527	£33,104

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18.0	Band 5 Standard	Band 4 Contribution	£31,960	£32,960	£33,558	
18.5			£32,398	£33,398	£34,018	
19.0			£32,843	£33,843	£34,486	
19.5			£33,294	£34,294	£34,959	
20.0			£33,753	£34,753	£35,441	
20.5			£34,216	£35,216	£35,927	
21.0			£34,686	£35,686	£36,421	
21.5			£35,180	£36,180	£36,939	
22.0			£35,680	£36,680	£37,464	
22.5			£36,189	£37,189	£37,999	
23.0			£36,705	£37,705	£38,541	
23.5	Band 5 Contribution		£37,232	£38,232	£39,094	
24.0			£37,764	£38,764	£39,653	
24.5		Band 6 Standard  <i>Research Officer</i>	£38,313	£39,313	£40,229	
25.0			£38,859	£39,859	£40,802	
25.5			£39,432	£40,432	£41,404	
26.0	£40,014		£41,014	£42,015		
26.5	£40,584		£41,584	£42,614		
27.0	£41,161		£42,161	£43,220		
27.5	£41,747		£42,747	£43,835		
28.0	£42,343		£43,343	£44,461		
28.5	£42,946		£43,946	£45,094		
29.0	£43,558		£44,558	£45,736		
29.5			£44,185	£45,185	£46,395	
30.0		£44,831	£45,831	£47,073		
30.5		£45,484	£46,484	£47,759		
31.0		£46,148	£47,148	£48,456		
31.5		Band 6 Contribution	£46,820	£47,820	£49,161	
32.0			£47,503	£48,503	£49,879	
32.5			Band 7 Standard	£48,196	£49,196	£50,606
33.0				£48,900	£49,900	£51,345
33.5				£49,614	£50,614	£52,095
34.0				£50,338	£51,345	£52,856
34.5				£51,073	£52,095	£53,628
35.0	£51,819		£52,856	£54,411		
35.5	£52,576		£53,628	£55,206		
36.0	£53,344		£54,411	£56,012		
36.5	£54,124		£55,207	£56,831		
37.0	£54,915		£56,014	£57,662		
37.5	£55,718		£56,833	£58,505		
38.0	Band 7 Contribution	Band 8 Standard  <i>Senior Lecturer</i>	£56,001	£57,122	£58,802	
38.5			£56,828	£57,965	£59,670	
39.0			£57,667	£58,821	£60,551	
39.5			£58,519	£59,690	£61,446	
40.0			£59,382	£60,570	£62,352	
40.5			£60,260	£61,466	£63,274	
41.0			£61,150	£62,373	£64,208	
41.5			£62,053	£63,295	£65,157	

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42.0		<b>Senior Research Fellow</b>	£62,970	£64,230	£66,120
42.5			£63,900	£65,178	£67,095
43.0			£64,843	£66,140	£68,086
43.5			£65,801	£67,118	£69,092
44.0	<b>Band 9 Contribution</b>  <b>Reader</b>	<b>Band 8 Contribution</b>	£66,773	£68,109	£70,113
44.5			£67,760	£69,116	£71,149
45.0			£68,760	£70,136	£72,199
45.5			£69,777	£71,173	£73,267
46.0			£70,807	£72,224	£74,349
46.5			£71,852	£73,290	£75,446
47.0		£72,915	£74,374	£76,562	
47.5			£73,992	£75,472	£77,692
48.0			£75,086	£76,588	£78,841
48.5		<b>Principal Research Fellow</b>	<b>Band 10 Contribution</b>  <b>Professor</b>	£76,196	£77,720
49.0	£77,322			£78,869	£81,189
49.5	£78,464			£80,034	£82,388
50.0	£79,624			£81,217	£83,606
50.5	£80,801			£82,418	£84,842
51.0	£81,995			£83,635	£86,095
51.5	£83,206			£84,871	£87,368
52.0	£84,436			£86,125	£88,658
52.5	£85,684			£87,398	£89,969
53.0				<b>Professorial Research Fellow</b>	£86,951
53.5		£88,235	£90,000		£92,647
54.0		£89,539	£91,330		£94,017
54.5		£90,864	£92,682		£95,408
55.0		£92,206	£94,051		£96,818
55.5		£93,571	£95,443		£98,250
56.0		£94,953	£96,853		£99,702
56.5		£96,334	£98,261		£101,151
57.0		£97,717	£99,672		£102,604
57.5		£99,098	£101,080		£104,053
58.0		£100,479	£102,489		£105,504
58.5		£101,861	£103,899		£106,955
59.0		£103,244	£105,309		£108,407
59.5		£104,626	£106,719		£109,858
60.0		£106,007	£108,128		£111,309
60.5		£107,388	£109,536		£112,758
61.0		£108,771	£110,947	£114,210	
61.5		<b>Band 10 Contribution</b>	£110,153	£112,357	£115,662
62.0			£111,534	£113,765	£117,111
62.5			£112,917	£115,176	£118,564
63.0			£114,298	£116,584	£120,013
63.5			£115,679	£117,993	£121,464
64.0			£117,062	£119,404	£122,916
64.5			£118,443	£120,812	£124,366
65.0			£119,826	£122,223	£125,818
65.5			£121,208	£123,633	£127,270
66.0			£122,588	£125,040	£128,718

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66.5	<p><b>Professor</b></p> <p><b>Professorial Research Fellow</b></p>	£123,971	£126,451	£130,170
67.0		£125,353	£127,861	£131,622
67.5		£126,734	£129,269	£133,071
68.0		£128,117	£130,680	£134,524
68.5		£129,498	£132,088	£135,973
69.0		£130,881	£133,499	£137,426
69.5		£132,262	£134,908	£138,876
70.0		£133,643	£136,316	£140,326
70.5		£135,026	£137,727	£141,778
71.0		£136,408	£139,137	£143,230
71.5		£137,787	£140,543	£144,677
72.0		£139,167	£141,951	£146,126
72.5		£140,547	£143,358	£147,575
73.0		£141,927	£144,766	£149,024
73.5		£143,307	£146,174	£150,473
74.0		£144,687	£147,581	£151,922
74.5		£146,067	£148,989	£153,371
75.0		£147,447	£150,396	£154,820
75.5		£148,827	£151,804	£156,269
76.0		£150,207	£153,212	£157,718
76.5		£151,587	£154,619	£159,167
77.0		£152,967	£156,027	£160,616
77.5		£154,347	£157,434	£162,065
78.0		£155,727	£158,842	£163,514
78.5		£157,107	£160,250	£164,963
79.0		£158,487	£161,657	£166,412
79.5		£159,868	£163,066	£167,862
80.0		£161,247	£164,472	£169,310
80.5		£162,628	£165,881	£170,760
81.0		£164,008	£167,289	£172,209
81.5		£165,387	£168,695	£173,657
82.0		£166,768	£170,104	£175,107