

**LSE Pay Framework - May 2024 updated in line with London Living Wage
SALARY BANDS 1-10 (HOURLY RATES)**

This pay spine reflects the LSE Pay Framework following the national pay award applied in February and August 2023 and the London Living Wage uplift with effect from 1 May 2024 (which applies to steps 1.0 to 3.5 on salary band 1). 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.

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 These scales should be used only for staff working irregular hours.

| Step | Salary Bands | 1 February 2023 Annual Salary | 1 February 2023 Hourly Rate | 1 February 2023 Holiday Pay accrued per hour worked | 1 February 2023 Pay & Holiday accrued per hour worked | 1 August 2023 Annual Salary | 1 August 2023 Hourly Rate | 1 August 2023 Holiday Pay accrued per hour worked | 1 August 2023 Pay & Holiday accrued per hour worked | 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 | |
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| 1.0 | Band 1 Standard | £22,996 | £12.59 | £2.35 | £14.94 | £23,536 | £12.89 | £2.40 | £15.29 | £24,016 | £13.15 | £2.45 | £15.60 | |
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| 3.5 | | £23,307 | £12.76 | £2.38 | £15.14 | £23,869 | £13.07 | £2.44 | £15.51 | £24,016 | £13.15 | £2.45 | £15.60 | |
| 4.0 | | £23,575 | £12.91 | £2.41 | £15.32 | £24,156 | £13.23 | £2.47 | £15.70 | £24,156 | £13.23 | £2.47 | £15.70 | |
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| 8.0 | Band 2 Contribution | £25,471 | £13.95 | £2.60 | £16.55 | £25,940 | £14.20 | £2.65 | £16.85 | £25,940 | £14.20 | £2.65 | £16.85 | |
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| 34.5 | | | £52,095 | £28.52 | £5.32 | £33.84 | £53,628 | £29.36 | £5.47 | £34.83 | £53,628 | £29.36 | £5.47 | £34.83 |

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| 35.0 | Band 7 Standard | £52,856 | £28.94 | £5.39 | £34.36 | £54,411 | £29.79 | £5.55 | £35.34 | £54,411 | £29.79 | £5.55 | £35.34 | |
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| 36.5 | | £55,207 | £30.23 | £5.63 | £35.86 | £56,831 | £31.12 | £5.80 | £36.92 | £56,831 | £31.12 | £5.80 | £36.92 | |
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| 42.5 | | | £65,178 | £35.69 | £6.65 | £42.34 | £67,095 | £36.74 | £6.85 | £43.59 | £67,095 | £36.74 | £6.85 | £43.59 |
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| 52.5 | | | £87,398 | £47.86 | £8.92 | £56.78 | £89,969 | £49.26 | £9.18 | £58.44 | £89,969 | £49.26 | £9.18 | £58.44 |
| 53.0 | | | £88,691 | £48.56 | £9.05 | £57.61 | £91,300 | £49.99 | £9.32 | £59.31 | £91,300 | £49.99 | £9.32 | £59.31 |
| 53.5 | | | £90,000 | £49.28 | £9.19 | £58.47 | £92,647 | £50.73 | £9.46 | £60.19 | £92,647 | £50.73 | £9.46 | £60.19 |
| 54.0 | Band 10 | | £91,330 | £50.01 | £9.32 | £59.33 | £94,017 | £51.48 | £9.60 | £61.08 | £94,017 | £51.48 | £9.60 | £61.08 |
| 54.5 | | | £92,682 | £50.75 | £9.46 | £60.21 | £95,408 | £52.24 | £9.74 | £61.98 | £95,408 | £52.24 | £9.74 | £61.98 |
| 55.0 | | £94,051 | £51.50 | £9.60 | £61.10 | £96,818 | £53.01 | £9.88 | £62.89 | £96,818 | £53.01 | £9.88 | £62.89 | |
| 55.5 | | £95,443 | £52.26 | £9.74 | £62.00 | £98,250 | £53.80 | £10.03 | £63.83 | £98,250 | £53.80 | £10.03 | £63.83 | |
| 56.0 | | £96,853 | £53.03 | £9.89 | £62.92 | £99,702 | £54.59 | £10.18 | £64.77 | £99,702 | £54.59 | £10.18 | £64.77 | |

LSE Pay Framework - May 2024 updated in line with London Living Wage
SALARY BANDS 1-10 (HOURLY RATES)

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| 56.5 | Contribution | £98,261 | £53.80 | £10.03 | £63.83 | £101,151 | £55.39 | £10.32 | £65.71 | £101,151 | £55.39 | £10.32 | £65.71 |
| 57.0 | | £99,672 | £54.58 | £10.17 | £64.75 | £102,604 | £56.18 | £10.47 | £66.65 | £102,604 | £56.18 | £10.47 | £66.65 |
| 57.5 | | £101,080 | £55.35 | £10.32 | £65.67 | £104,053 | £56.97 | £10.62 | £67.59 | £104,053 | £56.97 | £10.62 | £67.59 |
| 58.0 | | £102,489 | £56.12 | £10.46 | £66.58 | £105,504 | £57.77 | £10.77 | £68.54 | £105,504 | £57.77 | £10.77 | £68.54 |
| 58.5 | | £103,899 | £56.89 | £10.60 | £67.49 | £106,955 | £58.56 | £10.92 | £69.48 | £106,955 | £58.56 | £10.92 | £69.48 |
| 59.0 | | £105,309 | £57.66 | £10.75 | £68.41 | £108,407 | £59.36 | £11.06 | £70.42 | £108,407 | £59.36 | £11.06 | £70.42 |
| 59.5 | | £106,719 | £58.43 | £10.89 | £69.32 | £109,858 | £60.15 | £11.21 | £71.36 | £109,858 | £60.15 | £11.21 | £71.36 |
| 60.0 | | £108,128 | £59.21 | £11.04 | £70.25 | £111,309 | £60.95 | £11.36 | £72.31 | £111,309 | £60.95 | £11.36 | £72.31 |
| 60.5 | | £109,536 | £59.98 | £11.18 | £71.16 | £112,758 | £61.74 | £11.51 | £73.25 | £112,758 | £61.74 | £11.51 | £73.25 |
| 61.0 | | £110,947 | £60.75 | £11.32 | £72.07 | £114,210 | £62.54 | £11.66 | £74.20 | £114,210 | £62.54 | £11.66 | £74.20 |
| 61.5 | | £112,357 | £61.52 | £11.47 | £72.99 | £115,662 | £63.33 | £11.80 | £75.13 | £115,662 | £63.33 | £11.80 | £75.13 |
| 62.0 | | £113,765 | £62.29 | £11.61 | £73.90 | £117,111 | £64.12 | £11.95 | £76.07 | £117,111 | £64.12 | £11.95 | £76.07 |
| 62.5 | | £115,176 | £63.07 | £11.76 | £74.83 | £118,564 | £64.92 | £12.10 | £77.02 | £118,564 | £64.92 | £12.10 | £77.02 |
| 63.0 | | £116,584 | £63.84 | £11.90 | £75.74 | £120,013 | £65.71 | £12.25 | £77.96 | £120,013 | £65.71 | £12.25 | £77.96 |
| 63.5 | Band 10 Contribution | £117,993 | £64.61 | £12.04 | £76.65 | £121,464 | £66.51 | £12.40 | £78.91 | £121,464 | £66.51 | £12.40 | £78.91 |
| 64.0 | | £119,404 | £65.38 | £12.19 | £77.57 | £122,916 | £67.30 | £12.55 | £79.85 | £122,916 | £67.30 | £12.55 | £79.85 |
| 64.5 | | £120,812 | £66.15 | £12.33 | £78.48 | £124,366 | £68.10 | £12.69 | £80.79 | £124,366 | £68.10 | £12.69 | £80.79 |
| 65.0 | | £122,223 | £66.92 | £12.47 | £79.39 | £125,818 | £68.89 | £12.84 | £81.73 | £125,818 | £68.89 | £12.84 | £81.73 |
| 65.5 | | £123,633 | £67.70 | £12.62 | £80.32 | £127,270 | £69.69 | £12.99 | £82.68 | £127,270 | £69.69 | £12.99 | £82.68 |
| 66.0 | | £125,040 | £68.47 | £12.76 | £81.23 | £128,718 | £70.48 | £13.14 | £83.62 | £128,718 | £70.48 | £13.14 | £83.62 |
| 66.5 | | £126,451 | £69.24 | £12.91 | £82.15 | £130,170 | £71.28 | £13.29 | £84.57 | £130,170 | £71.28 | £13.29 | £84.57 |
| 67.0 | | £127,861 | £70.01 | £13.05 | £83.06 | £131,622 | £72.07 | £13.43 | £85.50 | £131,622 | £72.07 | £13.43 | £85.50 |
| 67.5 | | £129,269 | £70.78 | £13.19 | £83.97 | £133,071 | £72.86 | £13.58 | £86.44 | £133,071 | £72.86 | £13.58 | £86.44 |
| 68.0 | | £130,680 | £71.55 | £13.34 | £84.89 | £134,524 | £73.66 | £13.73 | £87.39 | £134,524 | £73.66 | £13.73 | £87.39 |
| 68.5 | | £132,088 | £72.33 | £13.48 | £85.81 | £135,973 | £74.45 | £13.88 | £88.33 | £135,973 | £74.45 | £13.88 | £88.33 |
| 69.0 | | £133,499 | £73.10 | £13.63 | £86.73 | £137,426 | £75.25 | £14.03 | £89.28 | £137,426 | £75.25 | £14.03 | £89.28 |
| 69.5 | | £134,908 | £73.87 | £13.77 | £87.65 | £138,876 | £76.04 | £14.17 | £90.21 | £138,876 | £76.04 | £14.17 | £90.21 |
| 70.0 | | £136,316 | £74.64 | £13.91 | £88.55 | £140,326 | £76.84 | £14.32 | £91.16 | £140,326 | £76.84 | £14.32 | £91.16 |
| 70.5 | | £137,727 | £75.41 | £14.06 | £89.47 | £141,778 | £77.63 | £14.47 | £92.10 | £141,778 | £77.63 | £14.47 | £92.10 |
| 71.0 | | £139,137 | £76.19 | £14.20 | £90.39 | £143,230 | £78.43 | £14.62 | £93.05 | £143,230 | £78.43 | £14.62 | £93.05 |
| 71.5 | | £140,543 | £76.96 | £14.34 | £91.30 | £144,677 | £79.22 | £14.77 | £93.99 | £144,677 | £79.22 | £14.77 | £93.99 |
| 72.0 | | £141,951 | £77.73 | £14.49 | £92.22 | £146,126 | £80.01 | £14.91 | £94.92 | £146,126 | £80.01 | £14.91 | £94.92 |
| 72.5 | | £143,358 | £78.50 | £14.63 | £93.13 | £147,575 | £80.81 | £15.06 | £95.87 | £147,575 | £80.81 | £15.06 | £95.87 |
| 73.0 | | £144,766 | £79.27 | £14.78 | £94.05 | £149,024 | £81.60 | £15.21 | £96.81 | £149,024 | £81.60 | £15.21 | £96.81 |
| 73.5 | | £146,174 | £80.04 | £14.92 | £94.96 | £150,473 | £82.39 | £15.36 | £97.75 | £150,473 | £82.39 | £15.36 | £97.75 |
| 74.0 | | £147,581 | £80.81 | £15.06 | £95.87 | £151,922 | £83.19 | £15.51 | £98.70 | £151,922 | £83.19 | £15.51 | £98.70 |
| 74.5 | | £148,989 | £81.58 | £15.21 | £96.79 | £153,371 | £83.98 | £15.65 | £99.63 | £153,371 | £83.98 | £15.65 | £99.63 |
| 75.0 | | £150,396 | £82.35 | £15.35 | £97.70 | £154,820 | £84.77 | £15.80 | £100.57 | £154,820 | £84.77 | £15.80 | £100.57 |
| 75.5 | | £151,804 | £83.12 | £15.49 | £98.61 | £156,269 | £85.57 | £15.95 | £101.52 | £156,269 | £85.57 | £15.95 | £101.52 |
| 76.0 | | £153,212 | £83.89 | £15.64 | £99.53 | £157,718 | £86.36 | £16.10 | £102.46 | £157,718 | £86.36 | £16.10 | £102.46 |
| 76.5 | | £154,619 | £84.66 | £15.78 | £100.44 | £159,167 | £87.15 | £16.25 | £103.40 | £159,167 | £87.15 | £16.25 | £103.40 |
| 77.0 | | £156,027 | £85.43 | £15.92 | £101.35 | £160,616 | £87.95 | £16.39 | £104.34 | £160,616 | £87.95 | £16.39 | £104.34 |
| 77.5 | £157,434 | £86.20 | £16.07 | £102.27 | £162,065 | £88.74 | £16.54 | £105.28 | £162,065 | £88.74 | £16.54 | £105.28 | |

**LSE Pay Framework - May 2024 updated in line with London Living Wage
SALARY BANDS 1-10 (HOURLY RATES)**

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| 78.0 | Band 10 Contribution | | £158,842 | £86.97 | £16.21 | £103.18 | £163,514 | £89.53 | £16.69 | £106.22 | £163,514 | £89.53 | £16.69 | £106.22 |
| 78.5 | | | £160,250 | £87.75 | £16.36 | £104.11 | £164,963 | £90.33 | £16.84 | £107.17 | £164,963 | £90.33 | £16.84 | £107.17 |
| 79.0 | | | £161,657 | £88.52 | £16.50 | £105.02 | £166,412 | £91.12 | £16.98 | £108.10 | £166,412 | £91.12 | £16.98 | £108.10 |
| 79.5 | | | £163,066 | £89.29 | £16.64 | £105.93 | £167,862 | £91.91 | £17.13 | £109.04 | £167,862 | £91.91 | £17.13 | £109.04 |
| 80.0 | | | £164,472 | £90.06 | £16.79 | £106.85 | £169,310 | £92.71 | £17.28 | £109.99 | £169,310 | £92.71 | £17.28 | £109.99 |
| 80.5 | | | £165,881 | £90.83 | £16.93 | £107.76 | £170,760 | £93.50 | £17.43 | £110.93 | £170,760 | £93.50 | £17.43 | £110.93 |
| 81.0 | | | £167,289 | £91.60 | £17.07 | £108.67 | £172,209 | £94.29 | £17.58 | £111.87 | £172,209 | £94.29 | £17.58 | £111.87 |
| 81.5 | | | £168,695 | £92.37 | £17.22 | £109.59 | £173,657 | £95.09 | £17.72 | £112.81 | £173,657 | £95.09 | £17.72 | £112.81 |
| 82.0 | | | £170,104 | £93.14 | £17.36 | £110.50 | £175,107 | £95.88 | £17.87 | £113.75 | £175,107 | £95.88 | £17.87 | £113.75 |