

LSE Pay Framework - 1 August 2026

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 the 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).

In addition to and following the above changes, the national pay award of 2.0% has been applied to all step values on the salary scale effective 1 August 2026.

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		£27,795
4.5			£28,020
5.0			£28,244
5.5	Band 1 Contribution	Band 2 Standard	£28,469
6.0			£28,693
6.5			£28,917
7.0			£29,142

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7.5	Band 3 Standard	Band 2 Contribution	£29,366	
8.0			£29,672	
8.5			£29,978	
9.0			£30,284	
9.5			£30,590	
10.0			£30,947	
10.5			£31,304	
11.0			£31,661	
11.5			£32,018	
12.0			£32,375	
12.5	£32,732			
13.0	£33,140			
13.5	Band 3 Contribution		£33,548	
14.0			£33,972	
14.5			£34,352	
15.0		£34,790		
15.5		Band 4 Standard	£35,230	
16.0	£35,679			
16.5	£36,136			
17.0	£36,614			
17.5	£36,774			
18.0	Band 4 Contribution		£37,244	
18.5			£37,719	
19.0		£38,204		
19.5		£38,692		
20.0		£39,191		
20.5			£39,694	
21.0			£40,205	
21.5			£40,740	
22.0			£41,283	
22.5			£41,837	
23.0	£42,397			
23.5	Band 5 Contribution		£42,969	
24.0			£43,547	
24.5			Band 6 Standard Research Officer	£44,143
25.0				£44,736
25.5		£45,358		
26.0	£45,990			
26.5	£46,609			
27.0	£47,237			
27.5	£47,872			
28.0	£48,520			
28.5	£49,185			
29.0	£49,865			
29.5	£50,565			
30.0	£51,284			
30.5	£52,011			

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31.0	Band 7 Standard		£52,749	
31.5		Band 6 Contribution	£53,497	
32.0			£54,258	
32.5			£55,028	
33.0			£55,813	
33.5			£56,607	
34.0				£57,414
34.5		£58,233		
35.0		£59,063		
35.5		£59,905		
36.0	£60,760			
36.5	£61,629			
37.0	£62,510			
37.5		£63,404		
38.0	Band 7 Contribution		£63,718	
38.5		Band 8 Standard	£64,638	
39.0			£65,572	
39.5			£66,521	
40.0			£67,482	
40.5			<i>Senior Lecturer</i>	£68,459
41.0				£69,449
41.5				£70,455
42.0			<i>Senior Research Fellow</i>	£71,476
42.5		£72,509		
43.0		£73,560		
43.5		£74,627		
44.0	Band 9 Contribution	Band 8 Contribution	£75,709	
44.5			£76,808	
45.0			£77,920	
45.5			£79,054	
46.0			£80,200	
46.5			£81,363	
47.0			£82,546	
47.5			£83,744	
48.0		<i>Principal Research Fellow</i>	£84,962	
48.5			Band 10 Contribution	£86,197
49.0	£87,451			
49.5	£88,722			
50.0	£90,013			
50.5	£91,324			
51.0	<i>Professor</i>			£92,652
51.5				£94,002
52.0		£95,368		
52.5		£96,759		
53.0		<i>Professorial</i>	£98,169	

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53.5	Research Fellow	£99,598
54.0		£101,050
54.5		£102,525
55.0		£104,019
55.5		£105,538
56.0		£107,078
56.5		£108,614
57.0		£110,154
57.5		£111,689
58.0		£113,229
58.5		£114,767
59.0		£116,306
59.5		£117,844
60.0		£119,382
60.5		£120,918
61.0		£122,458
61.5		£123,998
62.0		£125,534
62.5		£127,074
63.0		£128,609
63.5		£130,148
64.0		£131,688
64.5		£133,225
65.0		£134,764
65.5		£136,303
66.0		£137,838
66.5		£139,377
67.0		£140,918
67.5		£142,454
68.0		£143,994
68.5		£145,529
69.0		£147,070
69.5		£148,607
70.0		£150,144
70.5		£151,684
71.0		£153,224
71.5		£154,757
72.0		£156,293
72.5		£157,829
73.0		£159,366
73.5		£160,901
74.0		£162,438
74.5		£163,974
75.0		£165,510
75.5		£167,047
76.0		£168,582

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76.5		£170,118
77.0		£171,654
77.5		£173,191
78.0		£174,728
78.5		£176,263
79.0		£177,799
79.5		£179,337
80.0		£180,872
80.5		£182,409
81.0		£183,944
81.5		£185,479
82.0		£187,017
82.5		£188,568
83.0		£190,132
83.5		£191,707
84.0		£193,299
84.5		£194,902
85.0		£196,519