

Loughborough University

Salary scale revision (updated April 2024)


		1-Aug-2023		1-Apr-2024			
local points	see notes	79,781	56	79,781	56		
		77,473	55	77,473	55		
		75,224	54	75,224	54		
		73,039	53	73,039	53		
		70,918	52	70,918	52		
		68,857	51	68,857	51		
		66,857	50	66,857	50		
		Grade 8	64,914	49	Grade 8	64,914	49
			63,029	48		63,029	48
			61,198	47		61,198	47
	59,421	46		59,421	46		
	57,696	45		57,696	45		
	56,021	44		56,021	44		
	54,395	43	Grade 7	54,395	43		
	52,815	42		52,815	42		
	51,283	41		51,283	41		
	49,794	40		49,794	40		
	48,350	39		48,350	39		
	46,974	38		46,974	38		
	45,585	37		45,585	37		
	Grade 6	44,263	36	Grade 6	44,263	36	
		42,978	35		42,978	35	
		41,732	34		41,732	34	
		40,521	33		40,521	33	
		39,347	32		39,347	32	
		38,205	31		38,205	31	
		37,099	30		37,099	30	
		36,024	29		36,024	29	
		34,980	28		34,980	28	
		33,966	27		33,966	27	
		32,982	26	Grade 5	32,982	26	
		32,332	25		32,332	25	
		31,396	24		31,396	24	
		30,487	23		30,487	23	
		29,605	22		29,605	22	
		28,759	21		28,759	21	
		27,979	20		27,979	20	
	Grade 4	27,181	19	Grade 4	27,181	19	
		26,444	18		26,444	18	
		25,742	17		25,742	17	
		25,138	16		25,138	16	
		24,533	15		24,533	15	
		24,248	14		24,248	14	
		23,700	13		23,700	13	
		23,144	12	Grade 3	23,144	12	
		22,681	11		22,681	11	
		22,214	10		22,214	10	
		21,828	9		22,011	9	
		21,543	8		22,011	8	
		21,254	7		22,011	7	
	Grade 2	20,948	6	Grade 2	22,011	6	
		20,880	5		22,011	5	
		20,619	4		22,011	4	
		20,410	3	Grade 1	22,011	3	
national pay spine							

Grade 9 minimum		
1-Feb-2023	1-Apr-2023	1-Aug-2023
70,952	70,952	73,039

- Notes:**
- 1) The excellence reward range is not available on offer of appointment for new staff.
 - 2) The excellence reward range is only available through the reward review process.
 - 3) Movement to point 54 or above is only available for staff holding appointments as Readers.
 - 4) Minimum spinal point for a Reader is F49
 - 5) London Allowance: £3,417 effective 01/02/2023, £3,518 effective 01/08/2023.
 - 6) Spinal point F03-011 will be increased at the point of payment in line with the RLW £12.00/hour effective 01/04/2024
 - 7) Spinal points F03-F09 are set at National Minimum Wage of £11.44 (Superceded by Real Living Wage)

----- excellence reward threshold
 ■ excellence reward range


Grade 1

 Excellence reward range

1st April 2024:

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
6	22,011	11.44	1.38	12.82
5	22,011	11.44	1.38	12.82
4	22,011	11.44	1.38	12.82
3	22,011	11.44	1.38	12.82
2				
1				

Grade 2

 Excellence reward range

1st April 2024:

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
10	22,214	11.55	1.39	12.94
9	22,011	11.44	1.38	12.82
8	22,011	11.44	1.38	12.82
7	22,011	11.44	1.38	12.82
6	22,011	11.44	1.38	12.82
5	22,011	11.44	1.38	12.82
4	22,011	11.44	1.38	12.82
3	22,011	11.44	1.38	12.82

Grade 3

 Excellence reward range

1st April 2024:

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
16	25,138	13.07	1.58	14.64
15	24,533	12.75	1.54	14.29
14	24,248	12.60	1.52	14.12
13	23,700	12.32	1.49	13.80
12	23,144	12.03	1.45	13.48
11	22,681	11.79	1.42	13.21
10	22,214	11.55	1.39	12.94
9	22,011	11.44	1.38	12.82
8	22,011	11.44	1.38	12.82
7	22,011	11.44	1.38	12.82


Grade 4

 Excellence reward range

1st August 2023:

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
23	30,487	15.85	1.91	17.76
22	29,605	15.39	1.86	17.24
21	28,759	14.95	1.80	16.75
20	27,979	14.54	1.76	16.30
19	27,181	14.13	1.71	15.83
18	26,444	13.74	1.66	15.40
17	25,742	13.38	1.61	14.99
16	25,138	13.07	1.58	14.64
15	24,533	12.75	1.54	14.29
14	24,248	12.60	1.52	14.12
13	23,700	12.32	1.49	13.80

Grade 5

 Excellence reward range

1st August 2023:

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
30	37,099	19.28	2.33	21.61
29	36,024	18.72	2.26	20.98
28	34,980	18.18	2.19	20.38
27	33,966	17.65	2.13	19.78
26	32,982	17.14	2.07	19.21
25	32,332	16.80	2.03	18.83
24	31,396	16.32	1.97	18.29
23	30,487	15.85	1.91	17.76
22	29,605	15.39	1.86	17.24
21	28,759	14.95	1.80	16.75
20	27,979	14.54	1.76	16.30

Grade 6 Excellence reward range**1st August 2023:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
40	49,794	25.88	4.43	30.31
39	48,350	25.13	4.30	29.43
38	46,974	24.41	4.18	28.59
37	45,585	23.69	4.06	27.75
36	44,263	23.01	3.94	26.94
35	42,978	22.34	3.82	26.16
34	41,732	21.69	3.71	25.40
33	40,521	21.06	3.61	24.67
32	39,347	20.45	3.50	23.95
31	38,205	19.86	3.40	23.26
30	37,099	19.28	3.30	22.58
29	36,024	18.72	3.21	21.93
28	34,980	18.18	3.11	21.29
27	33,966	17.65	3.02	20.68

Grade 7

 Excellence reward range

1st August 2023:

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
47	61,198	31.81	5.45	37.25
46	59,421	30.88	5.29	36.17
45	57,696	29.99	5.13	35.12
44	56,021	29.12	4.98	34.10
43	54,395	28.27	4.84	33.11
42	52,815	27.45	4.70	32.15
41	51,283	26.65	4.56	31.22
40	49,794	25.88	4.43	30.31
39	48,350	25.13	4.30	29.43
38	46,974	24.41	4.18	28.59
37	45,585	23.69	4.06	27.75

Grade 8

 Excellence reward range

1st August 2023:

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
53	73,039	37.96	6.50	44.46
52	70,918	36.86	6.31	43.17
51	68,857	35.79	6.13	41.92
50	66,857	34.75	5.95	40.70
49	64,914	33.74	5.78	39.52
48	63,029	32.76	5.61	38.37
47	61,198	31.81	5.45	37.25
46	59,421	30.88	5.29	36.17
45	57,696	29.99	5.13	35.12

