

Loughborough University

Salary scale revision (updated Sept 2024)

	1-Apr-2024			1-Aug-2024			01-Mar-25		
	see notes			see notes			see notes		
local points		79,781	56		80,681	56		81,776	56
		77,473	55		78,373	55		79,410	55
		75,224	54		76,124	54		77,105	54
		73,039	53		73,939	53		74,865	53
		70,918	52		71,818	52		72,691	52
		68,857	51		69,757	51		70,578	51
		66,857	50		67,757	50		68,528	50
	Grade 8	64,914	49	Grade 8	65,814	49	Grade 8	66,637	49
		63,029	48		63,929	48		64,605	48
		61,198	47		62,098	47		62,728	47
national pay spine		59,421	46		60,321	46		60,907	46
		57,696	45		58,596	45		59,138	45
		56,021	44		56,921	44		57,422	44
		54,395	43		55,295	43		55,755	43
		52,815	42		53,715	42		54,135	42
		51,283	41		52,183	41		52,565	41
		49,794	40		50,694	40		51,039	40
		48,350	39		49,250	39		49,559	39
		46,874	38		47,874	38		48,148	38
		45,585	37		46,485	37		46,735	37
Grade 6		44,263	36		45,163	36		45,413	36
		42,978	35		43,878	35		44,128	35
		41,732	34		42,632	34		42,882	34
		40,521	33		41,421	33		41,671	33
		39,347	32		40,247	32		40,497	32
		38,205	31		39,105	31		39,355	31
		37,099	30		37,999	30		38,249	30
		36,024	29		36,924	29		37,174	29
		34,980	28		35,880	28		36,130	28
		33,966	27		34,866	27		35,116	27
Grade 5		32,982	26		33,882	26		34,132	26
		32,332	25		33,232	25		33,482	25
		31,396	24		32,296	24		32,546	24
		30,487	23		31,387	23		31,637	23
		29,605	22		30,505	22		30,805	22
		28,759	21		29,659	21		29,959	21
		27,979	20		28,879	20		29,179	20
	Grade 4	27,181	19	Grade 4	28,081	19	Grade 4	28,381	19
		26,444	18		27,344	18		27,644	18
		25,742	17		26,642	17		26,942	17
	25,138	16		26,038	16		26,338	16	
	24,533	15		25,433	15		25,733	15	
	24,248	14		25,148	14		25,448	14	
	23,700	13		24,600	13		24,900	13	
	23,144	12		24,044	12		24,344	12	
	22,681	11		23,581	11		23,881	11	
Grade 2		22,214	10		23,114	10		23,414	10
		22,011	9		22,911	9		23,211	9
		22,011	8		22,911	8		23,211	8
		22,011	7		22,911	7		23,211	7
	Grade 2	22,011	6	Grade 2	22,911	6	Grade 2	23,211	6
		22,011	5		22,911	5		23,211	5
		22,011	4		22,911	4		23,211	4
		22,011	3		22,911	3		23,211	3

Grade 9 minimum		
1-Aug-2023	1-Aug-2024	1-Mar-2025
73,039	73,939	74,865

- 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: £3,606 effective 01/08/2024.
  - 6) Spinal point F05-09 will be increased at the point of payment in line with the Real Living Wage £12.00/hour effective 01/04/2024
  - 7) Spinal points F03-F09 are set at National Minimum Wage of £11.44 (Superseded by Real Living Wage) effective 01/08/2024
- \*RLW - As an Accredited Real Living Wage employer the minimum full-time paid salary paid by the University is £23,088 (Review in April 2025) per annum.

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

**Grade 1**

██████████ Excellence reward range  
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**1st August 2024:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
6	22,911	11.91	1.44	13.35
5	22,911	11.91	1.44	13.35

**1st March 2025:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
6	23,211	12.06	1.46	13.52
5	23,211	12.06	1.46	13.52

**Grade 2** Excellence reward range**1st August 2024:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
10	23,114	12.01	1.45	13.46
9	22,911	11.91	1.44	13.35
8	22,911	11.91	1.44	13.35
7	22,911	11.91	1.44	13.35
6	22,911	11.91	1.44	13.35
5	22,911	11.91	1.44	13.35

**1st March 2025:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
10	23,414	12.17	1.47	13.64
9	23,211	12.06	1.46	13.52
8	23,211	12.06	1.46	13.52
7	23,211	12.06	1.46	13.52
6	23,211	12.06	1.46	13.52
5	23,211	12.06	1.46	13.52

**Grade 3**
 Excellence reward range
**1st August 2024:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
16	26,038	13.53	1.63	15.17
15	25,433	13.22	1.60	14.81
14	25,148	13.07	1.58	14.65
13	24,600	12.79	1.54	14.33
12	24,044	12.50	1.51	14.01
11	23,581	12.26	1.48	13.74
10	23,114	12.01	1.45	13.46
9	22,911	11.91	1.44	13.35
8	22,911	11.91	1.44	13.35
7	22,911	11.91	1.44	13.35

**1st March 2025:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
16	26,338	13.69	1.65	15.34
15	25,733	13.37	1.61	14.99
14	25,448	13.23	1.60	14.82
13	24,900	12.94	1.56	14.50
12	24,344	12.65	1.53	14.18
11	23,881	12.41	1.50	13.91
10	23,414	12.17	1.47	13.64
9	23,211	12.06	1.46	13.52
8	23,211	12.06	1.46	13.52
7	23,211	12.06	1.46	13.52

**Grade 4**

Excellence reward range

**1st August 2024:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
23	31,387	16.31	1.97	18.28
22	30,505	15.85	1.91	17.77
21	29,659	15.42	1.86	17.28
20	28,879	15.01	1.81	16.82
19	28,081	14.60	1.76	16.36
18	27,344	14.21	1.72	15.93
17	26,642	13.85	1.67	15.52
16	26,038	13.53	1.63	15.17
15	25,433	13.22	1.60	14.81
14	25,148	13.07	1.58	14.65
13	24,600	12.79	1.54	14.33

**1st March 2025:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
23	31,637	16.44	1.98	18.43
22	30,805	16.01	1.93	17.94
21	29,959	15.57	1.88	17.45
20	29,179	15.17	1.83	17.00
19	28,381	14.75	1.78	16.53
18	27,644	14.37	1.73	16.10
17	26,942	14.00	1.69	15.69
16	26,338	13.69	1.65	15.34
15	25,733	13.37	1.61	14.99
14	25,448	13.23	1.60	14.82
13	24,900	12.94	1.56	14.50

**Grade 5**

Excellence reward range

**1st August 2024:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
30	37,999	19.75	2.38	22.13
29	36,924	19.19	2.32	21.51
28	35,880	18.65	2.25	20.90
27	34,866	18.12	2.19	20.31
26	33,882	17.61	2.13	19.74
25	33,232	17.27	2.08	19.36
24	32,296	16.79	2.03	18.81
23	31,387	16.31	1.97	18.28
22	30,505	15.85	1.91	17.77
21	29,659	15.42	1.86	17.28
20	28,879	15.01	1.81	16.82

**1st March 2025:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
30	38,249	19.88	2.40	22.28
29	37,174	19.32	2.33	21.65
28	36,130	18.78	2.27	21.05
27	35,116	18.25	2.20	20.45
26	34,132	17.74	2.14	19.88
25	33,482	17.40	2.10	19.50
24	32,546	16.92	2.04	18.96
23	31,637	16.44	1.98	18.43
22	30,805	16.01	1.93	17.94
21	29,959	15.57	1.88	17.45
20	29,179	15.17	1.83	17.00

**Grade 6**
 Excellence reward range
**1st August 2024:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
40	50,694	26.35	4.51	30.86
39	49,250	25.60	4.38	29.98
38	47,874	24.88	4.26	29.14
37	46,485	24.16	4.14	28.30
36	45,163	23.47	4.02	27.49
35	43,878	22.81	3.90	26.71
34	42,632	22.16	3.79	25.95
33	41,421	21.53	3.69	25.21
32	40,247	20.92	3.58	24.50
31	39,105	20.32	3.48	23.80
30	37,999	19.75	3.38	23.13
29	36,924	19.19	3.29	22.48
28	35,880	18.65	3.19	21.84
27	34,866	18.12	3.10	21.22

**1st March 2025:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
40	51,039	26.53	4.54	31.07
39	49,559	25.76	4.41	30.17
38	48,148	25.02	4.28	29.31
37	46,735	24.29	4.16	28.45
36	45,413	23.60	4.04	27.64
35	44,128	22.94	3.93	26.86
34	42,882	22.29	3.82	26.10
33	41,671	21.66	3.71	25.37
32	40,497	21.05	3.60	24.65
31	39,355	20.45	3.50	23.96
30	38,249	19.88	3.40	23.28
29	37,174	19.32	3.31	22.63
28	36,130	18.78	3.21	21.99
27	35,116	18.25	3.12	21.38

**Grade 7**
 Excellence reward range
**1st August 2024:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
47	62,098	32.28	5.53	37.80
46	60,321	31.35	5.37	36.72
45	58,596	30.46	5.21	35.67
44	56,921	29.58	5.06	34.65
43	55,295	28.74	4.92	33.66
42	53,715	27.92	4.78	32.70
41	52,183	27.12	4.64	31.77
40	50,694	26.35	4.51	30.86
39	49,250	25.60	4.38	29.98
38	47,874	24.88	4.26	29.14
37	46,485	24.16	4.14	28.30

**1st March 2025:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
47	62,728	32.60	5.58	38.18
46	60,907	31.66	5.42	37.08
45	59,138	30.74	5.26	36.00
44	57,422	29.85	5.11	34.95
43	55,755	28.98	4.96	33.94
42	54,135	28.14	4.82	32.95
41	52,565	27.32	4.68	32.00
40	51,039	26.53	4.54	31.07
39	49,559	25.76	4.41	30.17
38	48,148	25.02	4.28	29.31
37	46,735	24.29	4.16	28.45



**Grade 8**
 Excellence reward range
**1st August 2024:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
53	73,939	38.43	6.58	45.01
52	71,818	37.33	6.39	43.72
51	69,757	36.26	6.21	42.46
50	67,757	35.22	6.03	41.25
49	65,814	34.21	5.86	40.06
48	63,929	33.23	5.69	38.92
47	62,098	32.28	5.53	37.80
46	60,321	31.35	5.37	36.72
45	58,596	30.46	5.21	35.67

**1st March 2025:**

Spinal point	Annual salary	Hourly rate	Holiday pay	Hourly rate + holiday pay
53	74,865	38.91	6.66	45.57
52	72,691	37.78	6.47	44.25
51	70,578	36.68	6.28	42.96
50	68,528	35.62	6.10	41.72
49	66,537	34.58	5.92	40.50
48	64,605	33.58	5.75	39.33
47	62,728	32.60	5.58	38.18
46	60,907	31.66	5.42	37.08
45	59,138	30.74	5.26	36.00