

Imperial College London
Agenda for Change Payscales
Pay Rates effective from 1st April 2019

| Band | Years of Experience | New Spine Point | 1 April 2019 pay rates | Employee In pension Gross Costs (annual) | Employee not in pension Gross Costs (annual) |
|----------------|----------------------------|------------------------|-------------------------------|---|---|
| Band 9 | 5+ years | 63 | £103,860 | £132,456 | £117,521 |
| | 4-5 years | 62 | £98,339 | £125,351 | £111,210 |
| | 3-4 years | 61 | £93,835 | £119,556 | £106,062 |
| | 2-3 years | 60 | £89,537 | £114,025 | £101,150 |
| | 1-2 years | 59 | £89,537 | £114,025 | £101,150 |
| | <1 year | 58 | £89,537 | £114,025 | £101,150 |
| Band 8d | 5+ years | 57 | £86,687 | £110,358 | £97,892 |
| | 4-5 years | 56 | £81,493 | £103,674 | £91,955 |
| | 3-4 years | 55 | £77,550 | £98,600 | £87,448 |
| | 2-3 years | 54 | £73,936 | £93,950 | £83,318 |
| | 1-2 years | 53 | £73,936 | £93,950 | £83,318 |
| | <1 year | 52 | £73,936 | £93,950 | £83,318 |
| Band 8c | 5+ years | 51 | £72,597 | £92,227 | £81,787 |
| | 4-5 years | 50 | £69,007 | £87,607 | £77,684 |
| | 3-4 years | 49 | £64,670 | £82,026 | £72,727 |
| | 2-3 years | 48 | £61,777 | £78,303 | £69,420 |
| | 1-2 years | 47 | £61,777 | £78,303 | £69,420 |
| | <1 year | 46 | £61,777 | £78,303 | £69,420 |
| Band 8b | 5+ years | 45 | £60,983 | £77,282 | £68,512 |
| | 4-5 years | 44 | £58,148 | £73,634 | £65,272 |
| | 3-4 years | 43 | £55,226 | £69,874 | £61,932 |
| | 2-3 years | 42 | £52,306 | £66,116 | £58,595 |
| | 1-2 years | 41 | £52,306 | £66,116 | £58,595 |
| | <1 year | 40 | £52,306 | £66,116 | £58,595 |
| Band 8a | 5+ years | 39 | £50,819 | £64,203 | £56,895 |
| | 4-5 years | 38 | £48,324 | £60,992 | £54,043 |
| | 3-4 years | 37 | £46,331 | £58,428 | £51,765 |
| | 2-3 years | 36 | £44,606 | £56,208 | £49,793 |
| | 1-2 years | 35 | £44,606 | £56,208 | £49,793 |
| | <1 year | 34 | £44,606 | £56,208 | £49,793 |
| Band 7 | 7+ years | 33 | £43,772 | £55,135 | £48,840 |
| | 6-7 years | 32 | £41,486 | £52,193 | £46,227 |
| | 5-6 years | 31 | £40,092 | £50,399 | £44,634 |
| | 5-6 years | 30 | £38,765 | £48,692 | £43,117 |
| | 4-5 years | 29 | £38,765 | £48,692 | £43,117 |
| | 3-4 years | 28 | £37,570 | £47,154 | £41,751 |
| | 2-3 years | 27 | £37,570 | £47,154 | £41,751 |
| | 1-2 years | 26 | £37,570 | £47,154 | £41,751 |
| | <1 year | 25 | £37,570 | £47,154 | £41,751 |
| Band 6 | 7+ years | 24 | £37,267 | £46,764 | £41,405 |
| | 6-7 years | 23 | £34,782 | £43,566 | £38,565 |
| | 5-6 years | 22 | £33,587 | £42,029 | £37,199 |
| | 5-6 years | 21 | £32,525 | £40,662 | £35,985 |

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| Band 6 | 4-5 years | 20 | £32,525 | £40,662 | £35,985 |
| | 3-4 years | 19 | £32,525 | £40,662 | £35,985 |
| | 2-3 years | 18 | £30,401 | £37,929 | £33,557 |
| | 1-2 years | 17 | £30,401 | £37,929 | £33,557 |
| | <1 year | 16 | £30,401 | £37,929 | £33,557 |
| Band 5 | 6+ years | 15 | £30,112 | £37,557 | £33,227 |
| | 5-6 years | 14 | £28,358 | £35,300 | £31,222 |
| | 5-6 years | 13 | £27,260 | £33,887 | £29,967 |
| | 4-5 years | 12 | £26,220 | £32,549 | £28,778 |
| | 3-4 years | 11 | £26,220 | £32,549 | £28,778 |
| | 2-3 years | 10 | £24,214 | £29,967 | £26,485 |
| | 1-2 years | 9 | £24,214 | £29,967 | £26,485 |
| | <1 year | 8 | £24,214 | £29,967 | £26,485 |
| Band 4 | 6+ years | 7 | £23,761 | £29,384 | £25,968 |
| | 5-6 years | 6 | £22,707 | £28,028 | £24,763 |
| | 4-5 years | 5 | £22,482 | £27,739 | £24,506 |
| | 3-4 years | 4 | £21,819 | £26,885 | £23,748 |
| | 2-3 years | 3 | £21,089 | £25,946 | £22,914 |
| | 1-2 years | 2 | £21,089 | £25,946 | £22,914 |
| | <1 year | 1 | £21,089 | £25,946 | £22,914 |

INNER LONDON ALLOWANCE

20% of basic salary, subject to a minimum payment of £4,400 and a maximum payment of £6,777