

Imperial College London
Agenda for Change Payscales
Pay Rates effective from 1st April 2020

Band	Old Spine Point	Years of Experience	New Spine Point	1 April 2020 pay rates	Employee In pension Gross Costs (annual)	Employee not in pension Gross Costs (annual)
Band 9	54	5+ years	63	£104,927	£140,418	£118,719
	53	4-5 years	62	£91,004	£121,624	£102,805
	52	3-4 years	61	£91,004	£121,624	£102,805
	51	2-3 years	60	£91,004	£121,624	£102,805
	50	1-2 years	59	£91,004	£121,624	£102,805
	49	<1 year	58	£91,004	£121,624	£102,805
Band 8d	50	5+ years	57	£87,754	£117,238	£99,090
	49	4-5 years	56	£75,914	£101,256	£85,557
	48	3-4 years	55	£75,914	£101,256	£85,557
	47	2-3 years	54	£75,914	£101,256	£85,557
	46	1-2 years	53	£75,914	£101,256	£85,557
	45	<1 year	52	£75,914	£101,256	£85,557
Band 8c	46	5+ years	51	£73,664	£98,219	£82,985
	45	4-5 years	50	£63,751	£84,838	£71,655
	44	3-4 years	49	£63,751	£84,838	£71,655
	43	2-3 years	48	£63,751	£84,838	£71,655
	42	1-2 years	47	£63,751	£84,838	£71,655
	41	<1 year	46	£63,751	£84,838	£71,655
Band 8b	42	5+ years	45	£62,001	£82,476	£69,654
	41	4-5 years	44	£53,168	£70,553	£59,558
	40	3-4 years	43	£53,168	£70,553	£59,558
	39	2-3 years	42	£53,168	£70,553	£59,558
	38	1-2 years	41	£53,168	£70,553	£59,558
	37	<1 year	40	£53,168	£70,553	£59,558
Band 8a	38	5+ years	39	£51,668	£68,529	£57,844
	37	4-5 years	38	£45,753	£60,545	£51,083
	36	3-4 years	37	£45,753	£60,545	£51,083
	35	2-3 years	36	£45,753	£60,545	£51,083
	34	1-2 years	35	£45,753	£60,545	£51,083
	33	<1 year	34	£45,753	£60,545	£51,083
Band 7	34	7+ years	33	£44,503	£58,857	£49,654
	33	6-7 years	32	£44,503	£58,857	£49,654
	32	5-6 years	31	£41,723	£55,105	£46,477
	31	5-6 years	30	£41,723	£55,105	£46,477
	30	4-5 years	29	£40,894	£53,986	£45,529
	29	3-4 years	28	£40,894	£53,986	£45,529
	28	2-3 years	27	£40,894	£53,986	£45,529
	27	1-2 years	26	£38,890	£51,281	£43,239
	26	<1 year	25	£38,890	£51,281	£43,239
	29	7+ years	24	£37,890	£49,931	£42,096

Band 6	28	6-7 years	23	£37,890	£49,931	£42,096
	27	5-6 years	22	£33,779	£44,382	£37,397
	26	5-6 years	21	£33,779	£44,382	£37,397
	25	4-5 years	20	£33,176	£43,568	£36,707
	24	3-4 years	19	£33,176	£43,568	£36,707
	23	2-3 years	18	£33,176	£43,568	£36,707
	22	1-2 years	17	£31,365	£41,124	£34,637
	21	<1 year	16	£31,365	£41,124	£34,637
Band 5	23	6+ years	15	£30,615	£40,111	£33,780
	22	5-6 years	14	£30,615	£40,111	£33,780
	21	5-6 years	13	£27,416	£35,793	£30,124
	20	4-5 years	12	£27,416	£35,793	£30,124
	19	3-4 years	11	£26,970	£35,191	£29,614
	18	2-3 years	10	£26,970	£35,191	£29,614
	17	1-2 years	9	£24,907	£32,407	£27,256
	16	<1 year	8	£24,907	£32,407	£27,256
Band 4	17	6+ years	7	£24,157	£31,394	£26,399
	16	5-6 years	6	£24,157	£31,394	£26,399
	15	4-5 years	5	£24,157	£31,394	£26,399
	14	3-4 years	4	£24,157	£31,394	£26,399
	13	2-3 years	3	£21,892	£28,337	£23,810
	12	1-2 years	2	£21,892	£28,337	£23,810
	11	<1 year	1	£21,892	£28,337	£23,810

INNER LONDON ALLOWANCE

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