

Payscale for Academic grades - Outside London and remote working

with effect from 1 January 2024

Spine Point	Full-time annual salary August 2023	Full-time annual salary January 2024	Grade		Hourly rate	Hourly Rate plus occupational annual leave
Professor	£85,939	£86,939	Fixed minimum ¹		£47.59	£55.95
Reader	£74,666	£75,666	Fixed minimum ¹		£41.42	£48.69
29	£71,984	£72,984	Lecturer ²	Senior Lecturer ²	£39.95	£46.97
28	£68,871	£69,871			£38.24	£44.96
27	£65,886	£66,886			£36.61	£43.04
26	£63,021	£64,021			£35.04	£41.20

Notes

If 100% remote working continues beyond the end of the review period, staff requesting to continue to work in this category will be paid on the Outside London and remote working payscale, regardless of their remote working location. During the review period, where necessary, an exercise will be undertaken to consider contractual implications/pay arrangements for staff who will usually be 100% remote but who also may be required to work onsite at a College location for a pre-arranged period of time.

¹Professors and Readers are appointed on fixed salaries. No automatic increments; any future salary increases or one-off payments are performance-related and are determined in line with College procedures.

²Employees can progress to fixed salaries above the value of the spine point scale for this grade. Fixed salaries have no automatic increments; any future salary increases or one-off payments are performance-related and are determined in line with College procedures.