

## Payscale for Teaching 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
Fixed minimum <sup>1</sup>	£85,939	£86,939	Teaching Fellow (equivalent to Level 7) <sup>2</sup>	Professor of Education	£47.59	£55.95
Fixed minimum <sup>1</sup>	£74,666	£75,666	Teaching Fellow (equivalent to Level 6) <sup>2</sup>	Reader/Associate Professor of Education	£41.42	£48.69
29	£71,984	£72,984	Senior Teaching Fellow <sup>3</sup>	Principal Teaching Fellow <sup>3</sup>	£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
25	£60,285	£61,285			£33.54	£39.44
24	£57,655	£58,655			£32.10	£37.74
23	£55,145	£56,145			Teaching Fellow	
22	£52,741	£53,741	£29.41	£34.58		
21	£50,430	£51,430	£28.15	£33.10		
20	£48,217	£49,217	£26.94	£31.67		
18	£44,176	£45,176	Assistant Teaching Fellow		£24.73	£29.07
17	£42,393	£43,393			£23.75	£27.92
16	£40,688	£41,688			£22.82	£26.83
15	£39,058	£40,058			£21.93	£25.78
14	£37,494	£38,494			£21.07	£24.77

### 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.

<sup>1</sup>These grades 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.

<sup>2</sup>Titles for these grades will be determined as part of Phase 2 of the Teaching salary structure implementation.

<sup>3</sup>Employees can progress to fixed salaries above the value of the spine point scale for these grades. 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.