

ACADEMIC AND RESEARCH FAMILY

Pay rates effective from 1 August 2017 - Wye, other UK and overseas rates only

Spine Point	01-Aug-16	01-Aug-17			01-Aug-17		
	1.2% up to £61k and 0.5% above £61k	2% increase up to £67,110 and 0.5% above £67,110.			Hourly Rate	Hourly Rate plus occupational annual leave ¹	
Level E	£70,230	£71,590		LEVEL E minimum ⁴	£39.18	£46.07	
Level D	£54,670	£55,770		LEVEL D minimum ⁴	£30.53	£35.89	
47	£55,260	£56,370			£30.85	£36.27	
46	£53,690	£54,770			£29.98	£35.24	
45	£52,160	£53,210			£29.12	£34.24	
44	£50,680	£51,700			£28.30	£33.27	
43	£49,240	£50,230			£27.49	£32.32	
42	£47,790	£48,750		LEVEL C ³	£26.68	£31.37	
41	£46,440	£47,370			Lect min	£25.93	£30.48
40	£45,120	£46,030				£25.19	£29.62
39	£43,840	£44,720			£24.48	£28.78	
38	£42,620	£43,480			£23.80	£27.98	
37	£41,410	£42,240			£23.12	£27.18	
36	£40,240	£41,050	LEVEL B		£22.47	£26.42	
35	£39,100	£39,890				£21.83	£25.67
34	£37,990	£38,750				£21.21	£24.94
33	£36,950	£37,690				£20.63	£24.25
32	£35,900	£36,620				£20.04	£23.56
31	£34,900	£35,600				£19.49	£22.91
30	£33,930	£34,610				£18.94	£22.27
29	£32,960	£33,620	PhD min ²		£18.40	£21.63	
28	£32,070	£32,720				£17.91	£21.06
27	£31,150	£31,780				£17.39	£20.45
26	£30,280	£30,890			£16.91	£19.88	
25	£29,440	£30,030		LEVEL A	£16.44	£19.32	
24	£28,610	£29,190				£15.98	£18.78
23	£27,830	£28,390				£15.54	£18.27
22	£27,070	£27,620				£15.12	£17.77

N.B. points 22, 23, 25, 27 and 28 not used in the Academic and Research family.

¹This hourly rate should be used for Agency Workers from week 13 i.e. following 12 weeks' continuous service

²New research staff who are recruited to level B and hold a PhD in a relevant subject for the role to be appointed

³Staff on Lecturer - Level C may progress to fixed salaries beyond £56,370

⁴Staff on levels D and E are appointed on fixed salaries. No automatic increments at levels D and E; any future salary increases or bonus payments are performance related and are determined in line with College procedures.