

**2023/24 UCL Non-clinical grade structure with spinal points (December)**

London allowance from 1 December 2023: **£5,000** per annum (Grades 1 to 7)

London allowance from 1 August 2023: **£4,500** per annum (Grades 8 & 9)

Based on 36.5 hours full time working week.

Grey table cells are contribution points.

Spine Point	December 2023 (excluding London Allowance)	December 2023 (including London Allowance)	Grade		Hourly Rate excluding London Allowance Dec-23	Hourly rate including London allowance Dec-23	Term-Time Only Paid over 12 months (excluding London Allowance)	Term-Time Only Paid over 12 months (including London Allowance)
5	20,880	25,880	1		10.97	13.60	14,064.01	17,431.83
6	20,948	25,948		2	11.01	13.63	14,109.82	17,477.63
7	21,254	26,254			11.17	13.79	14,315.93	17,683.74
8	21,543	26,543	3		11.32	13.95	14,510.59	17,878.40
9	21,828	26,828			11.47	14.10	14,702.55	18,070.37
10	22,214	27,214			11.67	14.30	14,962.55	18,330.37
11	22,681	27,681			11.92	14.54	15,277.10	18,644.92
12	23,144	28,144		4	12.16	14.79	15,588.96	18,956.78
13	23,700	28,700			12.45	15.08	15,963.46	19,331.28
14	24,248	29,248			12.74	15.37	16,332.58	19,700.39
15	24,533	29,533			12.89	15.52	16,524.54	19,892.36
16	25,138	30,138	5		13.21	15.84	16,932.05	20,299.87
17	25,742	30,742			13.53	16.15	17,338.88	20,706.70
18	26,444	31,444			13.89	16.52	17,811.72	21,179.54
19	27,181	32,181			14.28	16.91	18,308.14	21,675.96
20	27,979	32,979			14.70	17.33	18,845.64	22,213.46
21	28,759	33,759			15.11	17.74	19,371.02	22,738.84
22	29,605	34,605		6	15.56	18.18	19,940.86	23,308.68
23	30,487	35,487			16.02	18.65	20,534.94	23,902.76
24	31,396	36,396			16.50	19.12	21,147.21	24,515.03
25	32,332	37,332			16.99	19.62	21,777.67	25,145.48
26	32,982	37,982			17.33	19.96	22,215.48	25,583.30
27	33,966	38,966			17.85	20.47	22,878.27	26,246.09
28	34,980	39,980			18.38	21.01	23,561.26	26,929.08
29	36,024	41,024			18.93	21.56	24,264.46	27,632.28
30	37,099	42,099	7		19.49	22.12	24,988.54	28,356.36
31	38,205	43,205			20.07	22.70	25,733.51	29,101.33
32	39,347	44,347			20.67	23.30	26,502.72	29,870.54
33	40,521	45,521			21.29	23.92	27,293.48	30,661.30
34	41,732	46,732			21.93	24.55	28,109.17	31,476.98
35	42,978	47,978			22.58	25.21	28,948.43	32,316.25
36	44,263	49,263			23.26	25.88	29,813.96	33,181.77
37	45,585	50,585			23.95	26.58	30,704.41	34,072.23
38	46,974	51,974			24.68	27.31	31,639.99	35,007.81
39	48,350	53,350			25.40	28.03	32,566.81	35,934.63
40	49,794	54,794			26.16	28.79	33,539.44	36,907.26
38	46,974	51,474		8	24.68	27.05	31,639.99	34,671.02
39	48,350	52,850			25.40	27.77	32,566.81	35,597.85
40	49,794	54,294			26.16	28.53	33,539.44	36,570.47
41	51,283	55,783			26.95	29.31	34,542.37	37,573.41
42	52,815	57,315			27.75	30.11	35,574.27	38,605.31
43	54,395	58,895			28.58	30.95	36,638.50	39,669.54
44	56,021	60,521			29.43	31.80	37,733.72	40,764.76
45	57,696	62,196			30.32	32.68	38,861.94	41,892.98
46	59,421	63,921			31.22	33.59	40,023.84	43,054.87
47	61,198	65,698	9		32.16	34.52	41,220.76	44,251.80
48	63,029	67,529			33.12	35.48	42,454.05	45,485.09
49	64,914	69,414			34.11	36.47	43,723.72	46,754.76
50	66,857	71,357			35.13	37.49	45,032.46	48,063.49
51	68,857	73,357			36.18	38.54	46,379.58	49,410.62
52	70,917	75,417			37.26	39.63	47,767.13	50,798.16
53	73,042	77,542			38.38	40.74	49,198.45	52,229.49
54	75,226	79,726			39.53	41.89	50,669.51	53,700.55
55	77,476	81,976			40.71	43.07	52,185.03	55,216.07

Minimum starting salary for Research Assistants on Grade 6B is point 25

Top automatic point for Research Assistants on Grade 6B is point 28

Minimum salary for a researcher with a relevant PhD is Grade 7, point 30

Minimum starting salary for Associate Lecturer (Teaching) posts should be Grade 7, point 33

Minimum starting salary for newly appointed Lecturers and Lecturers (Teaching) is Grade 8, point 38

Associate Professors are appointed on Grade 9

Minimum starting salary for Grade 10 is point 52 (effective from August 2024)

[Professional salary information by band can be found on the HR Salary Scales page](#)