

**Recommended Pay Scale: 1 October 2008, with 3.2% or £550 underpinning**

| 2007/08                          |         | 2008/09                          |         |             |
|----------------------------------|---------|----------------------------------|---------|-------------|
| Harmonised Pay Spine<br>1-Feb-08 |         | Harmonised Pay Spine<br>1-Oct-08 |         | Hourly rate |
| 4*                               | £12,738 | 4*                               | £13,290 | £6.91       |
| 5                                | £13,107 | 5                                | £13,659 | £7.10       |
| 6                                | £13,482 | 6                                | £14,034 | £7.29       |
| 7                                | £13,878 | 7                                | £14,430 | £7.50       |
| 8                                | £14,280 | 8                                | £14,832 | £7.71       |
| 9                                | £14,694 | 9                                | £15,246 | £7.92       |
| 10                               | £15,120 | 10                               | £15,672 | £8.15       |
| 11                               | £15,558 | 11                               | £16,110 | £8.37       |
| 12                               | £16,014 | 12                               | £16,566 | £8.61       |
| 13                               | £16,482 | 13                               | £17,034 | £8.85       |
| 14                               | £16,962 | 14                               | £17,514 | £9.10       |
| 15                               | £17,469 | 15                               | £18,030 | £9.37       |
| 16                               | £17,994 | 16                               | £18,570 | £9.65       |
| 17                               | £18,540 | 17                               | £19,134 | £9.94       |
| 18                               | £19,095 | 18                               | £19,707 | £10.24      |
| 19                               | £19,668 | 19                               | £20,298 | £10.55      |
| 20                               | £20,259 | 20                               | £20,910 | £10.87      |
| 21                               | £20,868 | 21                               | £21,537 | £11.19      |
| 22                               | £21,495 | 22                               | £22,185 | £11.53      |
| 23                               | £22,146 | 23                               | £22,857 | £11.88      |
| 24                               | £22,809 | 24                               | £23,541 | £12.24      |
| 25                               | £23,490 | 25                               | £24,243 | £12.60      |
| 26                               | £24,195 | 26                               | £24,972 | £12.98      |
| 27                               | £24,927 | 27                               | £25,725 | £13.37      |
| 28                               | £25,674 | 28                               | £26,496 | £13.77      |
| 29                               | £26,448 | 29                               | £27,297 | £14.19      |
| 30                               | £27,243 | 30                               | £28,116 | £14.61      |
| 31                               | £28,059 | 31                               | £28,959 | £15.05      |
| 32                               | £28,908 | 32                               | £29,835 | £15.51      |
| 33                               | £29,772 | 33                               | £30,726 | £15.97      |
| 34                               | £30,669 | 34                               | £31,653 | £16.45      |
| 35                               | £31,587 | 35                               | £32,598 | £16.94      |
| 36                               | £32,538 | 36                               | £33,582 | £17.45      |
| 37                               | £33,513 | 37                               | £34,587 | £17.98      |
| 38                               | £34,521 | 38                               | £35,628 | £18.52      |
| 39                               | £35,562 | 39                               | £36,702 | £19.08      |
| 40                               | £36,630 | 40                               | £37,803 | £19.65      |
| 41                               | £37,728 | 41                               | £38,937 | £20.24      |
| 42                               | £38,862 | 42                               | £40,107 | £20.85      |
| 43                               | £40,032 | 43                               | £41,316 | £21.47      |
| 44                               | £41,229 | 44                               | £42,549 | £22.11      |
| 45                               | £42,468 | 45                               | £43,827 | £22.78      |
| 46                               | £43,749 | 46                               | £45,150 | £23.47      |
| 47                               | £45,057 | 47                               | £46,500 | £24.17      |
| 48                               | £46,410 | 48                               | £47,898 | £24.90      |
| 49                               | £47,805 | 49                               | £49,335 | £25.64      |
| 50                               | £49,236 | 50                               | £50,814 | £26.41      |
| 51                               | £50,718 | 51                               | £52,341 | £27.20      |
| 52                               | £52,245 | 52                               | £53,919 | £28.02      |
| 53                               | £53,808 | 53                               | £55,530 | £28.86      |
| 54                               | £55,425 | 54                               | £57,201 | £29.73      |
| 55                               | £57,087 | 55                               | £58,914 | £30.62      |
| 56                               | £58,806 | 56                               | £60,690 | £31.54      |
| 57                               | £60,564 | 57                               | £62,505 | £32.49      |
| 58                               | £62,382 | 58                               | £64,380 | £33.46      |
| 59                               | £64,257 | 59                               | £66,315 | £34.47      |
| 60                               | £66,186 | 60                               | £68,304 | £35.50      |
| 61                               | £68,172 | 61                               | £70,356 | £36.57      |
| 62                               | £70,218 | 62                               | £72,465 | £37.66      |
| 63                               | £72,327 | 63                               | £74,643 | £38.80      |
| 64                               | £74,496 | 64                               | £76,881 | £39.96      |
| 65                               | £76,731 | 65                               | £79,188 | £41.16      |
| 66                               | £79,035 | 66                               | £81,567 | £42.39      |
| 67                               | £81,408 | 67                               | £84,015 | £43.67      |
| 68                               | £83,850 | 68                               | £86,535 | £44.98      |

For scale points 4 to 14 inclusive on the pay spine the increment from 1 October 2008 is £550, rather than 3.2%, as a form of underpinning for low-paid staff

**3.2% or £550 - Advanced calculations for Payroll**

A calculation has been applied to the October 2008 figures to make the resultant salaries divisible by 3, resulting in more appropriate figures for payroll purposes. This is the AoC's normal practice for recommended pay scale. Therefore these are the figures that the AoC considers to be the recommended pay scale for 2008-09.

## Career Families and Pathways – 1 October 2008

| Harmonised Pay Spine (+1.0%) |         | Business Support |         | Learning Support |         |                                |         |   |         |
|------------------------------|---------|------------------|---------|------------------|---------|--------------------------------|---------|---|---------|
| 4*                           | £13,290 | 4*               | £13,290 | 4*               | £13,290 |                                |         |   |         |
| 5                            | £13,659 | 5                | £13,659 | 5                | £13,659 |                                |         |   |         |
| 6                            | £14,034 | 6                | £14,034 | 6                | £14,034 |                                |         |   |         |
| 7                            | £14,430 | 7                | £14,430 | 7                | £14,430 |                                |         |   |         |
| 8                            | £14,832 | 8                | £14,832 | 8                | £14,832 |                                |         |   |         |
| 9                            | £15,246 | 9                | £15,246 | 9                | £15,246 |                                |         |   |         |
| 10                           | £15,672 | 10               | £15,672 | 10               | £15,672 |                                |         |   |         |
| 11                           | £16,110 | 11               | £16,110 | 11               | £16,110 |                                |         |   |         |
| 12                           | £16,566 | 12               | £16,566 | 12               | £16,566 |                                |         |   |         |
| 13                           | £17,034 | 13               | £17,034 | 13               | £17,034 |                                |         |   |         |
| 14                           | £17,514 | 14               | £17,514 | 14               | £17,514 |                                |         |   |         |
| 15                           | £18,030 | 15               | £18,030 | 15               | £18,030 | <b>Teaching &amp; Training</b> |         |   |         |
| 16                           | £18,570 | 16               | £18,570 | 16               | £18,570 | 15                             | £18,030 |   |         |
| 17                           | £19,134 | 17               | £19,134 | 17               | £19,134 | 16                             | £18,570 |   |         |
| 18                           | £19,707 | 18               | £19,707 | 18               | £19,707 | 17                             | £19,134 |   |         |
| 19                           | £20,298 | 19               | £20,298 | 19               | £20,298 | 18                             | £19,707 |   |         |
| 20                           | £20,910 | 20               | £20,910 | 20               | £20,910 | 19                             | £20,298 |   |         |
| 21                           | £21,537 | 21               | £21,537 | 21               | £21,537 | 20                             | £20,910 |   |         |
| 22                           | £22,185 | 22               | £22,185 | 22               | £22,185 | 21                             | £21,537 |   |         |
| 23                           | £22,857 | 23               | £22,857 | 23               | £22,857 | 22                             | £22,185 |   |         |
| 24                           | £23,541 | 24               | £23,541 | 24               | £23,541 | 23                             | £22,857 |   |         |
| 25                           | £24,243 | 25               | £24,243 | 25               | £24,243 | 24                             | £23,541 |   |         |
| 26                           | £24,972 | 26               | £24,972 | 26               | £24,972 | 25                             | £24,243 |   |         |
| 27                           | £25,725 | 27               | £25,725 |                  |         | 26                             | £24,972 |   |         |
| 28                           | £26,496 | 28               | £26,496 |                  |         | 27                             | £25,725 |   |         |
| 29                           | £27,297 | 29               | £27,297 |                  |         | 28                             | £26,496 |   |         |
| 30                           | £28,116 | 30               | £28,116 |                  |         | 29                             | £27,297 |   |         |
| 31                           | £28,959 | 31               | £28,959 |                  |         | 30                             | £28,116 |   |         |
| 32                           | £29,835 | 32               | £29,835 |                  |         | 31                             | £28,959 |   |         |
| 33                           | £30,726 | 33               | £30,726 |                  |         | 32                             | £29,835 |   |         |
| 34                           | £31,653 | 34               | £31,653 |                  |         | 33                             | £30,726 |   |         |
| 35                           | £32,598 | 35               | £32,598 |                  |         | 34                             | £31,653 |   |         |
| 36                           | £33,582 | 36               | £33,582 |                  |         | 35                             | £32,598 |   |         |
| 37                           | £34,587 | 37               | £34,587 |                  |         | 36 <sup>^</sup>                | £33,582 | <b>Advanced Teaching &amp; Training</b> |         |
| 38                           | £35,628 | 38               | £35,628 |                  |         | 37 <sup>^</sup>                | £34,587 | 37                                      | £34,587 |
| 39                           | £36,702 | 39               | £36,702 |                  |         |                                |         | 38                                      | £35,628 |
| 40                           | £37,803 | 40               | £37,803 |                  |         |                                |         | 39                                      | £36,702 |
| 41                           | £38,937 | 41               | £38,937 |                  |         |                                |         | 40                                      | £37,803 |
| 42                           | £40,107 | 42               | £40,107 |                  |         |                                |         | 41                                      | £38,937 |
| 43                           | £41,316 | 43               | £41,316 |                  |         |                                |         | 42                                      | £40,107 |
| 44                           | £42,549 | 44               | £42,549 |                  |         |                                |         | 43                                      | £41,316 |
| 45                           | £43,827 |                  |         |                  |         |                                |         | 44                                      | £42,549 |
| 46                           | £45,150 |                  |         |                  |         |                                |         | 45                                      | £43,827 |
| 47                           | £46,500 |                  |         |                  |         |                                |         | 46                                      | £45,150 |
| 48                           | £47,898 |                  |         |                  |         |                                |         | 47                                      | £46,500 |
| 49                           | £49,335 |                  |         |                  |         |                                |         | 48                                      | £47,898 |
| 50                           | £50,814 |                  |         |                  |         |                                |         | 49                                      | £49,335 |
| 51                           | £52,341 |                  |         |                  |         |                                |         | 50                                      | £50,814 |
| 52                           | £53,919 |                  |         |                  |         |                                |         | 51                                      | £52,341 |
| 53                           | £55,530 |                  |         |                  |         |                                |         | 52                                      | £53,919 |
| 54                           | £57,201 |                  |         |                  |         |                                |         | 53                                      | £55,530 |
| 55                           | £58,914 |                  |         |                  |         |                                |         | 54                                      | £57,201 |
| 56                           | £60,690 |                  |         |                  |         |                                |         | 55                                      | £58,914 |
| 57                           | £62,505 |                  |         |                  |         |                                |         | 56                                      | £60,690 |
| 58                           | £64,380 |                  |         |                  |         |                                |         | 57                                      | £62,505 |
| 59                           | £66,315 |                  |         |                  |         |                                |         | 58                                      | £64,380 |
| 60                           | £68,304 |                  |         |                  |         |                                |         | 59                                      | £66,315 |
| 61                           | £70,356 |                  |         |                  |         |                                |         | 60                                      | £68,304 |
| 62                           | £72,465 |                  |         |                  |         |                                |         | 61                                      | £70,356 |
| 63                           | £74,643 |                  |         |                  |         |                                |         | 62                                      | £72,465 |
| 64                           | £76,881 |                  |         |                  |         |                                |         | 63                                      | £74,643 |
| 65                           | £79,188 |                  |         |                  |         |                                |         | 64                                      | £76,881 |
| 66                           | £81,567 |                  |         |                  |         |                                |         | 65                                      | £79,188 |
| 67                           | £84,015 |                  |         |                  |         |                                |         | 66                                      | £81,567 |
| 68                           | £86,535 |                  |         |                  |         |                                |         | 67                                      | £84,015 |
|                              |         |                  |         |                  |         |                                |         | 68                                      | £86,535 |

\* Recommended minimum wage (£6.91 per hour)

  Unqualified lecturers

**BOLD** Recommended pay progression points

<sup>^</sup> Discretionary Recruitment, Retention & Motivation pay points

The 8 point pay scale for Qualified Lecturers begins on point 23