



Salary Scales

1 October 2023

Salary Level	Point	Oct 2023 £
Level 1	Accredited Living Wage	£22,080**

Salary Level	Point	Oct 2023 £
Level 2	4	£22,444
	5	£23,011

Level 3	1	£23,314
	2	£23,907
	3	£24,511
	4	£25,138
	5	£25,776
	HPZ MAX	£29,370

Level 4	1	£28,203
	2	£28,929
	3	£29,674
	4	£30,440
	5	£31,230
	6	£32,039
	HPZ MAX	£39,586

Level 5*	1	£37,337
	2	£38,312
	3	£39,316
	4	£40,347
	5	£41,406
	HPZ MAX	£51,298

Level 6*	1	£48,039
	2	£49,310
	3	£51,307
	4	£53,385
	5	£55,547
	6	£57,797
	HPZ MAX	£70,000

Level 7*	2	£60,099
	3	£61,701
	4	£64,200
	5	£66,800
	6	£69,505
	HPZ MAX	£85,000

Level 8*	Open band commencing minimum	£76,345
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Professorial Salary	Oct 2023 £		Oct 2023 £
Range 1*	A	£76,345	C £84,564
Incremental Points	B	£80,346	D £89,012
Range 2*	£83,199 to		£106,446
Range 3*	£94,822 to		£141,315
Range 4*	£129,463		

*Base salary enhancements of up to 15% may be applied where appropriate, subject to a business case being approved by the Director of People and Culture (e.g., as evidenced by benchmark data).

**Cranfield is an accredited Living Wage Employer and the rate above aligns with the annual rate set by the Living Wage Foundation and is above the National Minimum Wage/Living Wage. The Living Wage Foundation announce their annual rates towards the end of the calendar year and allow accredited employers six months to implement this within their pay structures. Cranfield implements the new rate each April and this is in line with our responsibilities as an Accredited Living Wage employer.

Document title	Salary Scales – 1 October 2023
Originator name/document owner	Director of People and Culture
Professional Service Unit/Department	People and Culture
Implementation/effective date	1 October 2023
Approval by and date	Deputy Director – People and Culture, 30 August 2023
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