

**SUBSTITUTE TEACHING SCHEDULE GIVING RATES OF PAYMENT
FROM 3rd March 2025**

A. Lecturers	Per Hour	Plus Holiday Pay
Standard Rate	£90.80	£10.96
Standard Seminar Rate	£45.40	£5.48

These rates are aligned to the first point of Grade 7 (point 39), and incorporate preparation time, set at 4 hours per 1 hour lecture, and 1.5 hours per 1 hour seminar.

B. Demonstrators	Per Hour	Plus Holiday Pay
(i) Demonstrator	£15.93	£1.93
(ii) Senior Demonstrator	£17.32	£2.10

Attendance at Meetings and Training Where an individual is required to attend training or meetings during their own time, this should be paid at the basic hourly rate for their role (i.e. currently £18.16 for a substitute teacher/ £15.93 or £17.32 for a demonstrator) plus holiday pay for the time attended

	Per Hour	Plus Holiday Pay
Intermediate Rate for Physical Science Research Students undertaking teaching (not demonstrators)*	£17.76	£2.15

*The General Board have agreed that the cost of paying this rate should be met from within the provision in the Departmental estimates by a reorganisation of the rates for demonstrating.

C. Other Forms of Teaching (hourly Rates):

Faculty / Department/	Teaching	Per Hour	Plus Holiday Pay
Archaeology	Two hour practical	£86.75	£10.48
Divinity and Oriental Studies	Elementary classes in Greek, Hebrew and German	£74.32	£8.98
Modern and Medieval Languages	Language classes (translation & composition)	£74.32	£8.98

D. Other Forms of Teaching (non hourly Rates):

Faculty / Department/	Teaching	Per Unit	Plus Holiday Pay	Unit
Architecture	Studio teaching: Studio Masters (fixed fee)	£249.04	£30.06	per day
	Studio teaching: Studio Assistants (fixed fee)	£187.33	£22.62	per day
Modern and Medieval Languages	UG Course Convenor (Full-Year)	£133.90	£16.16	per day
	UG Course Convenor (Michaelmas Term Only)	£89.40	£10.79	per day
	UG Course Convenor (Lent or Easter Term Only)	£44.70	£5.39	per day