

University of Bristol Grade Structure (from 01 March 2025)													
		Grade A	Grade B	Grade C	Grade D	Grade E	Grade F	Grade G	Grade H	Grade I <small>(Profile a*)</small>	Grade J <small>(Profile b*)</small>	Grade K <small>(Profile c*)</small>	Grade L <small>(Profile d*)</small>
Job Evaluation Score		0-90	91-106	107-120	121-140	141-161	162-195	196-232	233-271	272-320	321-380	381-530	531-740
Spine	Salary												
52	72,692												72,692*
51	70,579												70,579*
50	68,529												68,529*
49	66,537												66,537
48	64,605												64,605
47	62,728												62,728
46	60,907												60,907
45	59,139												59,139
44	57,422											57,422**	
43	55,755											55,755	
42	54,136											54,136	
41	52,566											52,566	
40	51,039											51,039	
39	49,559											49,559	
38	48,149										48,149		
37	46,735										46,735		
36	45,413										45,413		
35	44,128									44,128	44,128		
34	42,882									42,882	42,882		
33	41,671									41,671			
32	40,497									40,497			
31	39,355								39,355	39,355			
30	38,249								38,249	38,249			
29	37,174								37,174				
28	36,130								36,130				
27	35,116							35,116	35,116				
26	34,132							34,132	34,132				
25	33,482							33,482					
24	32,546							32,546					
23	31,637						31,637	31,637					
22	30,805						30,805	30,805					
21	29,959						29,959						
20	29,179						29,179						
19	28,381					28,381	28,381						
18	27,644					27,644	27,644						
17	26,942					26,942							
16	26,338					26,338							
15	25,733				25,733	25,733							
14	25,448				25,448	25,448							
13	24,900				24,900								
12	24,344			24,344	24,344								
11	23,881			23,881									
10	23,414		23,414	23,414									
9	23,028												
8	22,743												
7	22,454												
6	22,148												
5	22,080												
4	-												

Notes

Green boxes are new spinal column points effective from 1st August 2024. Pink boxes are spinal points that were removed with effect from 1st August 2024. Further changes will be made to this pay scale over the next three years in line with our planned local improvements, including the removal of the bottom spine points of Grades E to I in August 2025. You can find out more about the planned local changes on the University pay and grading structure news page at:

<https://uob.sharepoint.com/sites/news/SitePages/update-on-university-pay-and-grading-structure-discussions.aspx>

The 2024/25 pay award was split into two parts. From August 2024, spine points increased by £900 and then from 01 March 2025 by either by £300 for SP5 to SP22, £250 for SP23 to SP37 and the balance of 2.5% from SP38 upwards.

* For further information on Academic Role Profiles, please visit:

<http://www.bristol.ac.uk/hr/grading/academic/role-profiles/>

** For further information on the use of discretionary points on grades K and L see:

<http://www.bristol.ac.uk/hr/policies/discretionarypolicy.html>