

University of Bristol Grade Structure - Salary History Prior to 1st August 2024

Grade	Spine Point	Increment Point	Aug-23	Feb-23	Aug-22	Aug-21	Aug-19	Aug-18	Aug-17
A	3	N/A	N/A	N/A	N/A	N/A	N/A	16146	15721
	4	1	20619	20092	19092	17596	17046	16460	16035
B	5	1	20880	20333	19333	17901	17361	16766	16342
	6	2	20948	20578	19578	18212	17682	17079	16654
	7	3	21254	20863	19863	18529	18009	17408	16983
C	7	1	21254	20863	19863	18529	18009	17408	16983
	8	2	21543	21134	20134	18852	18342	17751	17325
	9	3	21828	21400	20400	19209	18709	18189	17765
	10	4	22214	21761	20761	19623	19133	18688	18263
D	10	1	22214	21761	20761	19623	19133	18688	18263
	11	2	22681	22197	21197	20092	19612	19202	18777
	12	3	23144	22630	21630	20600	20130	19730	19306
	13	4	23700	23149	22149	21135	20675	20275	19849
	14	5	24248	23662	22662	21686	21236	20836	20411
E	14	1	24248	23662	22662	21686	21236	20836	20411
	15	2	24533	24144	23144	22254	21814	21414	20989
	16	3	25138	24715	23715	22847	22417	22017	21585
	17	4	25742	25285	24285	23487	23067	22659	22214
	18	5	26444	25948	24948	24174	23754	23334	22876
F	18	1	26444	25948	24948	24174	23754	23334	22876
	19	2	27181	26642	25642	24871	24461	24029	23558
	20	3	27979	27396	26396	25627	25217	24771	24285
	21	4	28759	28131	27131	26341	25941	25482	24983
	22	5	29605	28929	27929	27116	26715	26243	25728
G	22	1	29605	28929	27929	27116	26715	26243	25728
	23	2	30487	29762	28762	27924	27511	27025	26495
	24	3	31396	30619	29619	28756	28331	27830	27285
	25	4	32332	31502	30502	29614	29176	28660	28098
	26	5	32982	32411	31411	30497	30046	29515	28936
H	26	1	32982	32411	31411	30497	30046	29515	28936
	27	2	33966	33348	32348	31406	30942	30395	29799
	28	3	34980	34314	33314	32344	31866	31302	30688
	29	4	36024	35308	34308	33309	32817	32236	31604
	30	5	37099	36333	35333	34304	33797	33199	32548
I	30	1	37099	36333	35333	34304	33797	33199	32548
	31	2	38205	37386	36386	35326	34804	34189	33519
	32	3	39347	38474	37474	36382	35845	35211	34520
	33	4	40521	39592	38592	37467	36914	36261	35551
	34	5	41732	40745	39745	38587	38017	37345	36613
J	34	1	41732	40745	39745	38587	38017	37345	36613
	35	2	42978	41931	40931	39739	39152	38460	37706
	36	3	44263	43155	42155	40927	40322	39609	38833
	37	4	45585	44414	43414	42149	41526	40792	39992
	38	5	46974	45737	44737	43434	42792	42036	41212
K	39	1	48350	47047	46047	44706	44045	43267	42418
	40	2	49794	48423	47423	46042	45361	44559	43686
	41	3	51283	49841	48841	47419	46718	45892	44991
	42	4	52815	51306	50306	48835	48114	47263	46336
	43	5	54395	52841	51805	50296	49553	48677	47722
	44	6	*56021	*54421	*53353	*51799	*51034	*50132	*49149
L	45	1	57696	56048	54949	53348	52560	51630	50618
	46	2	59421	57723	56592	54943	54131	53174	52131
	47	3	61198	59450	58284	56587	55750	54765	53691
	48	4	63029	61228	60027	58279	57418	56403	55297
	49	5	64914	63059	61823	60022	59135	58089	56950
	50	6	*66857	*64946	*63673	*61818	*60905	*59828	*58655
	51	7	*68857	*66890	*65578	*63668	*62727	*61618	*60410
	52	8	*70919	*68893	*67542	*65575	*64606	*63464	*62220

Notes

The August 2023 pay award of 5%-8% (depending on grade) was split into two parts. From 01 February 2023 gross annual salary increased by £1000 or 2% (whichever was greater). The remainder of the pay award took effect from 01 August 2023.

Spine points uplifted to meet Real Living Wage increase:

- August 2019 Spine point 4 was uplifted to £17,290 on 1 May 2021 to meet Real Living Wage increases.
- August 2021 Spine points 4 and 5 were uplifted to £18,018 on 1 April 2022 to meet Real Living Wage increases.
- August 2022 Spine points 4-6 were uplifted to £19,838 on 1 September 2022 to meet Real Living Wage increases.
- August 2023 Spine points 4-9 were uplifted to £21,840 on 1 May 2024 to meet Real Living Wage increases.
- February 2023 Spine points 4-6 were uplifted to £20,821 on 1 April 2024 to meet National Living Wage increases.

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

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