

**University of Bristol Grade Structure (from 01 August 2023\*\*\*)**

	Grade A	Grade B	Grade C	Grade D	Grade E	Grade F	Grade G	Grade H	Grade I	Grade J	Grade K	Grade L
									(Profile a*)	(Profile b*)	(Profile c*)	(Profile d*)
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	70,919											70919**
51	68,857											68857**
50	66,857											66857**
49	64,914											64,914
48	63,029											63,029
47	61,198											61,198
46	59,421											59,421
45	57,696											57,696
44	56,021											56021**
43	54,395											54,395
42	52,815											52,815
41	51,283											51,283
40	49,794											49,794
39	48,350											48,350
38	46,974									46,974		
37	45,585									45,585		
36	44,263									44,263		
35	42,978									42,978		
34	41,732								41,732	41,732		
33	40,521								40,521			
32	39,347								39,347			
31	38,205								38,205			
30	37,099							37,099	37,099			
29	36,024							36,024				
28	34,980							34,980				
27	33,966							33,966				
26	32,982						32,982	32,982				
25	32,332						32,332					
24	31,396						31,396					
23	30,487						30,487					
22	29,605					29,605	29,605					
21	28,759					28,759						
20	27,979					27,979						
19	27,181					27,181						
18	26,444				26,444	26,444						
17	25,742				25,742							
16	25,138				25,138							
15	24,533				24,533							
14	24,248			24,248	24,248							
13	23,700			23,700								
12	23,144			23,144								
11	22,681			22,681								
10	22,214		22,214	22,214								
9	21,828		21,828									
8	21,543		21,543									
7	21,254	21,254	21,254									
6	20,948	20,948										
5	20,880	20,880										
4†	20,821	20,821										

\* For further information on Academic Role Profiles, please visit the following link:

<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>

\*\*\* 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.

† On 01 April 2024 Spine Point 4 increased to £20,821 in line with the National Living Wage update. From 01 August 2023 to 31 March 2024 it was £20,619.