



PRIFYSGOL  
**BANGOR**  
UNIVERSITY

## Bangor University

### Pay Scales

Pay Award: 01 July 2025

NI Rates: 01 April 2025

| Pay Code | Spine Point | Grade Structure Increment Ranges | Salary (£) | Total Cost including NI & Pension on-costs |        |        |        |        |        |
|----------|-------------|----------------------------------|------------|--------------------------------------------|--------|--------|--------|--------|--------|
|          |             |                                  |            | None                                       | UPAS   | USS    | TPS    | NEST   |        |
| S051     | 51          |                                  | Grade 10   | 70,579                                     | 80,416 | 85,180 | 90,650 | 97,129 | 82,533 |
| S050     | 50          |                                  | Grade 10   | 68,529                                     | 78,058 | 82,684 | 87,995 | 94,286 | 80,114 |
| S049     | 49          | Grade 9                          |            | 66,537                                     | 75,768 | 80,259 | 85,415 | 91,524 | 77,764 |
| S048     | 48          |                                  |            | 64,605                                     | 73,545 | 77,906 | 82,913 | 88,844 | 75,484 |
| S047     | 47          |                                  |            | 62,728                                     | 71,387 | 75,621 | 80,483 | 86,241 | 73,269 |
| S045     | 45          |                                  |            | 59,139                                     | 67,260 | 71,252 | 75,835 | 81,264 | 69,034 |
| S044     | 44          |                                  |            | 57,422                                     | 65,285 | 69,161 | 73,611 | 78,883 | 67,008 |
| S043     | 43          | Grade 8                          |            | 55,755                                     | 63,368 | 67,132 | 71,453 | 76,571 | 65,041 |
| S042     | 42          |                                  |            | 54,136                                     | 61,506 | 65,161 | 69,356 | 74,326 | 63,130 |
| S041     | 41          |                                  |            | 52,566                                     | 59,701 | 63,249 | 67,323 | 72,149 | 61,278 |
| S040     | 40          |                                  |            | 51,039                                     | 57,945 | 61,390 | 65,345 | 70,031 | 59,476 |
| S039     | 39          |                                  |            | 49,559                                     | 56,243 | 59,588 | 63,429 | 67,978 | 57,729 |
| S038     | 38          |                                  |            | 48,149                                     | 54,621 | 57,871 | 61,603 | 66,023 | 56,066 |
| S037     | 37          |                                  |            | 46,735                                     | 52,995 | 56,150 | 59,772 | 64,062 | 54,397 |
| S036     | 36          | Grade 7                          |            | 45,413                                     | 51,475 | 54,540 | 58,060 | 62,229 | 52,837 |
| S034     | 34          |                                  |            | 42,882                                     | 48,564 | 51,459 | 54,782 | 58,719 | 49,851 |
| S032     | 32          |                                  |            | 40,497                                     | 45,822 | 48,555 | 51,694 | 55,411 | 47,036 |
| S030 *   | 30          |                                  |            | 38,249                                     | 43,236 | 45,818 | 48,782 | 52,294 | 44,384 |
| S029     | 29          |                                  |            | 37,174                                     | 42,000 | 44,509 | 47,390 | 50,803 | 43,115 |
| S028     | 28          | Grade 6                          |            | 36,130                                     | 40,800 | 43,238 | 46,038 | 49,355 | 41,883 |
| S026     | 26          |                                  |            | 34,132                                     | 38,502 | 40,806 | 43,451 | 46,584 | 39,526 |
| S025     | 25          |                                  |            | 33,482                                     | 37,754 | 40,014 | 42,609 | 45,683 | 38,759 |
| S024     | 24          |                                  |            | 32,546                                     | 36,678 | 38,875 | 41,397 | 44,385 | 37,654 |
| S022     | 22          |                                  |            | 30,805                                     | 34,676 | 36,755 | 39,142 | 41,970 | 35,600 |
| S021     | 21          | Grade 5                          |            | 29,959                                     | 33,703 | 35,725 | 38,047 | 40,797 | 34,602 |
| S020     | 20          |                                  |            | 29,179                                     | 32,806 | 34,775 | 37,037 | 39,715 | 33,681 |
| S019     | 19          |                                  |            | 28,381                                     | 31,888 | 33,804 | 36,003 | 38,609 | 32,740 |
| S018     | 18          |                                  |            | 27,644                                     | 31,041 | 32,907 | 35,049 | 37,587 | 31,870 |
| S017     | 17          |                                  |            | 26,942                                     | 30,233 | 32,052 | 34,140 | 36,613 | 31,042 |
| S016     | 16          | Grade 4                          |            | 26,338                                     | 29,539 | 31,317 | 33,358 | 35,776 | 30,329 |
| S015     | 15          |                                  |            | 25,733                                     | 28,843 | 30,580 | 32,574 | 34,937 | 29,615 |
| S014     | 14          |                                  |            | 25,448                                     | 28,515 | 30,233 | 32,205 | 34,541 | 29,279 |
| S013     | 13          |                                  |            | 24,900                                     | 27,885 | 29,566 | 31,496 | 33,781 | 28,632 |
| S012     | 12          |                                  |            | 24,334                                     | 27,234 | 28,877 | 30,763 | 32,996 | 27,964 |
| S011     | 11          | Grade 3                          |            | 23,881                                     | 26,713 | 28,325 | 30,176 | 32,368 | 27,430 |
| S010     | 10          |                                  |            | 23,815                                     | 26,637 | 28,245 | 30,090 | 32,277 | 27,352 |
| S009     | 9           |                                  |            | 23,815                                     | 26,637 | 28,245 | 30,090 | 32,277 | 27,352 |
| S008     | 8           |                                  |            | 23,815                                     | 26,637 | 28,245 | 30,090 | 32,277 | 27,352 |
| S007     | 7           |                                  |            | 23,815                                     | 26,637 | 28,245 | 30,090 | 32,277 | 27,352 |
| S006     | 6           |                                  |            | 23,815                                     | 26,637 | 28,245 | 30,090 | 32,277 | 27,352 |
| S005     | 5           | Grade 1                          | Grade 2    | 23,815                                     | 26,637 | 28,245 | 30,090 | 32,277 | 27,352 |

\* Normal starting point for academic, professional & managerial staff

\* Spine point 5 to 11 is equivalent to the Real Living Wage

= Discretionary Points

Normal Increment Date - 01 August



