



PRIFYSGOL  
**BANGOR**  
UNIVERSITY

## Bangor University Pay Scales

Pay Award: 01 July 2026

NI Rates: 01 April 2025

| Pay Code | Spine Point | Grade Structure<br>Increment Ranges |          | Salary (£) | Total Cost including NI & Pension on-costs |        |        |        |        |
|----------|-------------|-------------------------------------|----------|------------|--------------------------------------------|--------|--------|--------|--------|
|          |             |                                     |          |            | None                                       | UPAS   | USS    | TPS    | BUPP   |
| S051     | 51          |                                     | Grade 10 | 71,566     | 81,551                                     | 86,382 | 91,928 | 98,498 | 87,276 |
| S050     | 50          |                                     |          | 69,488     | 79,161                                     | 83,852 | 89,237 | 95,616 | 84,720 |
| S049     | 49          |                                     |          | 67,468     | 76,838                                     | 81,392 | 86,621 | 92,815 | 82,236 |
| S048     | 48          | Grade 9                             |          | 65,509     | 74,585                                     | 79,007 | 84,084 | 90,098 | 79,826 |
| S047     | 47          |                                     | 63,606   | 72,397     | 76,690                                     | 81,620 | 87,459 | 77,485 |        |
| S045     | 45          |                                     |          | 59,966     | 68,211                                     | 72,259 | 76,906 | 82,411 | 73,008 |
| S044     | 44          |                                     |          | 58,225     | 66,209                                     | 70,139 | 74,651 | 79,996 | 70,867 |
| S043     | 43          |                                     | Grade 8  | 56,535     | 64,265                                     | 68,081 | 72,463 | 77,653 | 68,788 |
| S042     | 42          |                                     |          | 54,893     | 62,377                                     | 66,082 | 70,336 | 75,376 | 66,768 |
| S041     | 41          |                                     |          | 53,301     | 60,546                                     | 64,144 | 68,275 | 73,168 | 64,810 |
| S040     | 40          |                                     |          | 51,753     | 58,766                                     | 62,259 | 66,270 | 71,021 | 62,906 |
| S039     | 39          |                                     |          | 50,253     | 57,041                                     | 60,433 | 64,328 | 68,941 | 61,061 |
| S038     | 38          |                                     |          | 48,822     | 55,395                                     | 58,691 | 62,474 | 66,956 | 59,301 |
| S037     | 37          |                                     |          | 47,389     | 53,747                                     | 56,946 | 60,619 | 64,969 | 57,538 |
| S036     | 36          |                                     | Grade 7  | 46,049     | 52,206                                     | 55,315 | 58,883 | 63,111 | 55,890 |
| S034     | 34          |                                     |          | 43,482     | 49,254                                     | 52,189 | 55,559 | 59,551 | 52,733 |
| S032     | 32          |                                     |          | 41,064     | 46,474                                     | 49,245 | 52,428 | 56,198 | 49,759 |
| S030 *   | 30          |                                     |          | 38,784     | 43,852                                     | 46,470 | 49,475 | 53,036 | 46,954 |
| S029     | 29          |                                     | Grade 6  | 37,694     | 42,598                                     | 45,142 | 48,064 | 51,524 | 45,614 |
| S028     | 28          |                                     |          | 36,636     | 41,381                                     | 43,854 | 46,694 | 50,057 | 44,312 |
| S026     | 26          |                                     |          | 34,610     | 39,052                                     | 41,388 | 44,070 | 47,247 | 41,820 |
| S025     | 25          |                                     |          | 33,951     | 38,294                                     | 40,585 | 43,217 | 46,333 | 41,010 |
| S024     | 24          |                                     |          | 33,002     | 37,202                                     | 39,430 | 41,988 | 45,017 | 39,842 |
| S022     | 22          |                                     |          | 31,236     | 35,171                                     | 37,280 | 39,701 | 42,568 | 37,670 |
| S021     | 21          |                                     | Grade 5  | 30,378     | 34,185                                     | 36,235 | 38,590 | 41,378 | 36,615 |
| S020     | 20          |                                     |          | 29,588     | 33,276                                     | 35,273 | 37,566 | 40,283 | 35,643 |
| S019     | 19          |                                     |          | 28,778     | 32,345                                     | 34,287 | 36,518 | 39,159 | 34,647 |
| S018     | 18          |                                     |          | 28,031     | 31,486                                     | 33,378 | 35,550 | 38,123 | 33,728 |
| S017     | 17          |                                     |          | 27,319     | 30,667                                     | 32,511 | 34,628 | 37,136 | 32,852 |
| S016     | 16          |                                     | Grade 4  | 26,707     | 29,963                                     | 31,766 | 33,836 | 36,287 | 32,100 |
| S015     | 15          |                                     |          | 26,093     | 29,257                                     | 31,018 | 33,040 | 35,436 | 31,344 |
| S014     | 14          |                                     |          | 25,804     | 28,925                                     | 30,666 | 32,666 | 35,035 | 30,989 |
| S013     | 13          |                                     |          | 25,422     | 28,485                                     | 30,201 | 32,171 | 34,505 | 30,519 |
| S012     | 12          |                                     |          | 25,422     | 28,485                                     | 30,201 | 32,171 | 34,505 | 30,519 |
| S011     | 11          |                                     | Grade 3  | 25,422     | 28,485                                     | 30,201 | 32,171 | 34,505 | 30,519 |
| S010     | 10          |                                     |          | 25,422     | 28,485                                     | 30,201 | 32,171 | 34,505 | 30,519 |
| S009     | 9           |                                     |          | 25,422     | 28,485                                     | 30,201 | 32,171 | 34,505 | 30,519 |
| S008     | 8           |                                     |          | 25,422     | 28,485                                     | 30,201 | 32,171 | 34,505 | 30,519 |
| S007     | 7           |                                     |          | 25,422     | 28,485                                     | 30,201 | 32,171 | 34,505 | 30,519 |
| S006     | 6           |                                     |          | 25,422     | 28,485                                     | 30,201 | 32,171 | 34,505 | 30,519 |
| S005     | 5           | Grade 1                             | Grade 2  | 25,422     | 28,485                                     | 30,201 | 32,171 | 34,505 | 30,519 |

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

\* Spine point 5 to 13 is equivalent to the Real Living Wage

 = Discretionary Points

Normal Increment Date - 01 August



