

The rate of the UK Living Wage (UKLW) is updated by the Living Wage Foundation each November and is paid by the Council from the following 1st April

| Bristol Grade | Job evaluation points | Spinal Column Point       | As of 1st October 2015 |             |                 | As of 1st April 2016 |             |                 | As of 1st April 2017 |             |                 |
|---------------|-----------------------|---------------------------|------------------------|-------------|-----------------|----------------------|-------------|-----------------|----------------------|-------------|-----------------|
|               |                       |                           | £ per YEAR             | £ per MONTH | £ per HOUR (37) | £ per YEAR           | £ per MONTH | £ per HOUR (37) | £ per YEAR           | £ per MONTH | £ per HOUR (37) |
| BG 1          | 182 - 216             | 6 (UKLW)                  | 15,145                 | 1,262.08    | 7.8500          | 15,917               | 1,326.42    | 8.2502          | 16,303               | 1,358.58    | 8.4503          |
| BG 2          | 217 - 257             | 6 (UKLW)                  | 15,145                 | 1,262.08    | 7.8500          | 15,917               | 1,326.42    | 8.2502          | 16,303               | 1,358.58    | 8.4503          |
| BG 3          | 258 - 280             | 6 (UKLW)                  | 15,145                 | 1,262.08    | 7.8500          | 15,917               | 1,326.42    | 8.2502          | 16,303               | 1,358.58    | 8.4503          |
|               |                       | 7 (UKLW)                  | 15,145                 | 1,262.08    | 7.8500          | 15,917               | 1,326.42    | 8.2502          | 16,303               | 1,358.58    | 8.4503          |
| BG 4          | 281 - 307             | 8 (UKLW)                  | 15,145                 | 1,262.08    | 7.8500          | 15,917               | 1,326.42    | 8.2502          | 16,303               | 1,358.58    | 8.4503          |
|               |                       | 9 (UKLW)                  | 15,145                 | 1,262.08    | 7.8500          | 15,917               | 1,326.42    | 8.2502          | 16,303               | 1,358.58    | 8.4503          |
|               |                       | 10 (UKLW)                 | 15,145                 | 1,262.08    | 7.8500          | 15,917               | 1,326.42    | 8.2502          | 16,303               | 1,358.58    | 8.4503          |
|               |                       | 11 (UKLW)                 | 15,207                 | 1,267.25    | 7.8822          | 15,917               | 1,326.42    | 8.2502          | 16,303               | 1,358.58    | 8.4503          |
| BG5           | 308 - 330             | 12 (UKLW)                 | 15,523                 | 1,293.58    | 8.0460          | 15,917               | 1,326.42    | 8.2502          | 16,303               | 1,358.58    | 8.4503          |
|               |                       | 13                        | 15,941                 | 1,328.42    | 8.2626          | 16,191               | 1,349.25    | 8.3922          | 16,491               | 1,374.25    | 8.5477          |
|               |                       | 14                        | 16,231                 | 1,352.58    | 8.4129          | 16,481               | 1,373.42    | 8.5425          | 16,781               | 1,398.42    | 8.6980          |
|               |                       | 15                        | 16,572                 | 1,381.00    | 8.5897          | 16,772               | 1,397.67    | 8.6933          | 17,072               | 1,422.67    | 8.8488          |
| BG 6          | 331 - 361             | 15                        | 16,572                 | 1,381.00    | 8.5897          | 16,772               | 1,397.67    | 8.6933          | 17,072               | 1,422.67    | 8.8488          |
|               |                       | 16                        | 16,969                 | 1,414.08    | 8.7955          | 17,169               | 1,430.75    | 8.8991          | 17,419               | 1,451.58    | 9.0287          |
|               |                       | 17                        | 17,372                 | 1,447.67    | 9.0043          | 17,547               | 1,462.25    | 9.0951          | 17,772               | 1,481.00    | 9.2117          |
|               |                       | 18                        | 17,714                 | 1,476.17    | 9.1816          | 17,891               | 1,490.92    | 9.2734          | 18,070               | 1,505.83    | 9.3661          |
| BG 7          | 362 - 401             | 18                        | 17,714                 | 1,476.17    | 9.1816          | 17,891               | 1,490.92    | 9.2734          | 18,070               | 1,505.83    | 9.3661          |
|               |                       | 19                        | 18,376                 | 1,531.33    | 9.5247          | 18,560               | 1,546.67    | 9.6201          | 18,746               | 1,562.17    | 9.7165          |
|               |                       | 20                        | 19,048                 | 1,587.33    | 9.8731          | 19,238               | 1,603.17    | 9.9715          | 19,430               | 1,619.17    | 10.0711         |
|               |                       | 21                        | 19,742                 | 1,645.17    | 10.2328         | 19,939               | 1,661.58    | 10.3349         | 20,138               | 1,678.17    | 10.4380         |
| BG 8          | 402 - 450             | 22                        | 20,253                 | 1,687.75    | 10.4976         | 20,456               | 1,704.67    | 10.6029         | 20,661               | 1,721.75    | 10.7091         |
|               |                       | 23                        | 20,849                 | 1,737.42    | 10.8066         | 21,057               | 1,754.75    | 10.9144         | 21,268               | 1,772.33    | 11.0237         |
|               |                       | 24                        | 21,530                 | 1,794.17    | 11.1595         | 21,745               | 1,812.08    | 11.2710         | 21,962               | 1,830.17    | 11.3835         |
|               |                       | 25                        | 22,212                 | 1,851.00    | 11.5130         | 22,434               | 1,869.50    | 11.6281         | 22,658               | 1,888.17    | 11.7442         |
| BG 9          | 451 - 499             | 26                        | 22,937                 | 1,911.42    | 11.8888         | 23,166               | 1,930.50    | 12.0075         | 23,398               | 1,949.83    | 12.1278         |
|               |                       | 27                        | 23,698                 | 1,974.83    | 12.2833         | 23,935               | 1,994.58    | 12.4061         | 24,174               | 2,014.50    | 12.5300         |
|               |                       | 28                        | 24,472                 | 2,039.33    | 12.6845         | 24,717               | 2,059.75    | 12.8114         | 24,964               | 2,080.33    | 12.9395         |
|               |                       | 29                        | 25,440                 | 2,120.00    | 13.1862         | 25,694               | 2,141.17    | 13.3178         | 25,951               | 2,162.58    | 13.4511         |
| BG 10         | 500 - 558             | 30                        | 26,293                 | 2,191.08    | 13.6283         | 26,556               | 2,213.00    | 13.7646         | 26,822               | 2,235.17    | 13.9025         |
|               |                       | 31                        | 27,123                 | 2,260.25    | 14.0585         | 27,394               | 2,282.83    | 14.1990         | 27,668               | 2,305.67    | 14.3410         |
|               |                       | 32                        | 27,924                 | 2,327.00    | 14.4737         | 28,203               | 2,350.25    | 14.6183         | 28,485               | 2,373.75    | 14.7645         |
|               |                       | 33                        | 28,746                 | 2,395.50    | 14.8998         | 29,033               | 2,419.42    | 15.0485         | 29,323               | 2,443.58    | 15.1988         |
| BG 11         | 559 - 580             | 34                        | 29,558                 | 2,463.17    | 15.3207         | 29,854               | 2,487.83    | 15.4741         | 30,153               | 2,512.75    | 15.6291         |
|               |                       | 35                        | 30,178                 | 2,514.83    | 15.6420         | 30,480               | 2,540.00    | 15.7985         | 30,785               | 2,565.42    | 15.9566         |
|               |                       | 36                        | 30,978                 | 2,581.50    | 16.0567         | 31,288               | 2,607.33    | 16.2174         | 31,601               | 2,633.42    | 16.3796         |
|               |                       | 37                        | 31,846                 | 2,653.83    | 16.5066         | 32,164               | 2,680.33    | 16.6714         | 32,486               | 2,707.17    | 16.8383         |
| BG 12         | 581 - 620             | 38                        | 32,778                 | 2,731.50    | 16.9897         | 33,106               | 2,758.83    | 17.1597         | 33,437               | 2,786.42    | 17.3312         |
|               |                       | 39                        | 33,857                 | 2,821.42    | 17.5489         | 34,196               | 2,849.67    | 17.7246         | 34,538               | 2,878.17    | 17.9019         |
|               |                       | 40                        | 34,746                 | 2,895.50    | 18.0097         | 35,093               | 2,924.42    | 18.1896         | 35,444               | 2,953.67    | 18.3715         |
|               |                       | 41                        | 35,662                 | 2,971.83    | 18.4845         | 36,019               | 3,001.58    | 18.6696         | 36,379               | 3,031.58    | 18.8561         |
| BG 13         | 621 - 662             | 42                        | 36,571                 | 3,047.58    | 18.9557         | 36,937               | 3,078.08    | 19.1454         | 37,306               | 3,108.83    | 19.3366         |
|               |                       | 43                        | 37,483                 | 3,123.58    | 19.4284         | 37,858               | 3,154.83    | 19.6228         | 38,237               | 3,186.42    | 19.8192         |
|               |                       | 44                        | 38,405                 | 3,200.42    | 19.9063         | 38,789               | 3,232.42    | 20.1053         | 39,177               | 3,264.75    | 20.3064         |
|               |                       | 45                        | 39,267                 | 3,272.25    | 20.3531         | 39,660               | 3,305.00    | 20.5568         | 40,057               | 3,338.08    | 20.7625         |
| BG 14         | 663 - 690             | 46                        | 40,217                 | 3,351.42    | 20.8455         | 40,619               | 3,384.92    | 21.0538         | 41,025               | 3,418.75    | 21.2643         |
|               |                       | 47                        | 41,140                 | 3,428.33    | 21.3239         | 41,551               | 3,462.58    | 21.5369         | 41,967               | 3,497.25    | 21.7526         |
|               |                       | 48                        | 42,053                 | 3,504.42    | 21.7971         | 42,474               | 3,539.50    | 22.0153         | 42,899               | 3,574.92    | 22.2356         |
|               |                       | 49                        | 42,957                 | 3,579.75    | 22.2657         | 43,387               | 3,615.58    | 22.4886         | 43,821               | 3,651.75    | 22.7135         |
| BG 15         | 691 - 729             | 49                        | 42,957                 | 3,579.75    | 22.2657         | 43,387               | 3,615.58    | 22.4886         | 43,821               | 3,651.75    | 22.7135         |
|               |                       | 50                        | 43,808                 | 3,650.67    | 22.7068         | 44,246               | 3,687.18    | 22.9339         | 44,689               | 3,724.05    | 23.1632         |
|               |                       | 51                        | 44,775                 | 3,731.24    | 23.2079         | 45,223               | 3,768.55    | 23.4400         | 45,675               | 3,806.23    | 23.6744         |
|               |                       | 52                        | 45,740                 | 3,811.63    | 23.7080         | 46,197               | 3,849.75    | 23.9451         | 46,659               | 3,888.25    | 24.1845         |
| TP1           | 730 - 767             | Appointment<br>Competence |                        |             |                 | 55,670               | 4,639.17    | 28.8552         | 55,670               | 4,639.17    | 28.8552         |
|               |                       |                           |                        |             |                 | 61,855               | 5,154.58    | 32.0610         | 61,855               | 5,154.58    | 32.0610         |
| TP2           | 768 - 815             | Appointment<br>Competence |                        |             |                 | 59,204               | 4,933.67    | 30.6869         | 59,204               | 4,933.67    | 30.6869         |
|               |                       |                           |                        |             |                 | 65,782               | 5,481.83    | 34.0965         | 65,782               | 5,481.83    | 34.0965         |
| HoS           | 816+                  | Appointment<br>Competence |                        |             |                 | 63,622               | 5,301.83    | 32.9769         | 63,622               | 5,301.83    | 32.9769         |
|               |                       |                           |                        |             |                 | 70,691               | 5,890.92    | 36.6409         | 70,691               | 5,890.92    | 36.6409         |