

Salary and grading structure with effect from 1 February 2023

Based on national 51 point pay spine excluding national points 1 to 10 and with additional points added at the top for Oxford
 The bottom pay spine step is a local point and not a national spine point, it was uplifted by £1,000 w.e.f. 1 February 2023.

Pay spine step	Salary	Apprentice Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 10a
55	£75,263											9*	
54	£73,078											8*	
53	£70,954											7*	
52	£68,892											6	11
51	£66,890											5	10
50	£64,946										9*	4	9
49	£63,059										8*	3	8
48	£61,228										7*	2	7
47	£59,450										6	1	6
46	£57,723									10*	5		5
45	£56,048									9*	4		4
44	£54,421									8*	3		3
43	£52,841									7	2		2
42	£51,306									6	1		1
41	£49,841									5			
40	£48,423									4			
39	£47,047								11*	3			
38	£45,737								10*	2			
37	£44,414								9*	1			
36	£43,155								8				
35	£41,931								7				
34	£40,745							10*	6				
33	£39,592							9*	5				
32	£38,474							8*	4				
31	£37,386							7	3				
30	£36,333						10*	6	2				
29	£35,308						9*	5	1				
28	£34,314						8*	4					
27	£33,348						7	3					
26	£32,411						6	2					
25	£31,502						5	1					
24	£30,619					9*	4						
23	£29,762					8*	3						
22	£28,929					7*	2						
21	£28,131					6	1						
20	£27,396					5							
19	£26,642				9*	4							
18	£25,948				8*	3							
17	£25,285				7*	2							
16	£24,715	7**			6	1							
15	£24,144	6**			5								
14	£23,662	5**		9*	4								
13	£23,149	4**		8*	3								
12	£22,630	3**		7*	2								
11	£22,197	2**		6	1								
Local Point	£22,150	1**	6	5									

Note 1: * Discretionary point

Note 2:

Grade	Apprentice
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Grades	1 - 5	Support staff grades
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Grades	6 - 10	Academic-related staff grades
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Grade	10 (a)	Associate Professor Grades
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Note 3: Grade 10a shows model combined University and college stipend for holders of joint appointments

Note 4: ** Progression is linked to the achievement of milestones

Casual pay spine: table of hourly rates w.e.f. 1 February 2023

Reflects the exceptional non-consolidated payment for cost of living that was announced early in November 2022.

Casual pay spine point	Hourly rate 1 Feb 2023	Equivalent grades														
54	£39.35															9*
53	£38.21															8*
52	£37.10															7*
51	£36.02															6
50	£34.98															5
49	£33.96														9*	4
48	£32.97														8*	3
47	£32.01														7*	2
46	£31.09														6	1
45	£30.18														10*	5
44	£29.31														9*	4
43	£28.46														8*	3
42	£27.63														7	2
41	£26.83														6	1
40	£26.06														5	
39	£25.32														4	
38	£24.60														3	
37	£23.91														2	
36	£23.22														1	
35	£22.56														8	
34	£21.92														7	
33	£21.31														6	
32	£20.71														10*	
31	£20.14														9*	
30	£19.58														8*	
29	£19.56														7	
28	£19.02														6	
27	£18.50														5	
26	£17.99														4	
25	£17.50														3	
24	£17.02														2	
23	£16.55														1	
22	£16.10														10*	
21	£15.66														9*	
20	£15.24														8*	
19	£14.86														7	
18	£14.46														6	
17	£14.09														5	
16	£13.74														4	
15	£13.44														3	
14	£13.14														2	
13	£12.89														1	
12	£12.62														9*	
11	£12.34														8*	
10	£12.12														7*	
9	£12.09	6	6												6	

Note: The Casual Pay Spine points are numbered differently to the National Pay Spine for employees.
 Guidance on casual workers: <https://hr.admin.ox.ac.uk/casual-workers-and-casual-teachers>
 Casual Point 9 is a local point and not equivalent to a national spine point.

Associate Professor Grade (10a)

Salaries with effect from **01 February 2023**

Scale point	Pay spine step for joint salary	Associate Professor			Associate Professor			Associate Professor			Associate Professor
		Grade 10a Tutorial Fellowship (University) (30S)			Grade 10a Tutorial Fellowship (College) (39S)			Grade 10a Tutorial Fellowship (Faculty) (38S)			Grade 10a Without Tutorial Fellowship (36S)
		University salary	Notional college contribution	Model combined annual salary	University salary	Notional college contribution	Model combined annual salary	University salary	Notional college contribution	Model combined annual salary	University salary
11	52	£57,780	£11,112	£68,892	£27,378	£41,514	£68,892	£34,446	£34,446	£68,892	£68,892
10	51	£56,101	£10,789	£66,890	£26,582	£40,308	£66,890	£33,445	£33,445	£66,890	£66,890
9	50	£54,470	£10,476	£64,946	£25,810	£39,136	£64,946	£32,473	£32,473	£64,946	£64,946
8	49	£52,888	£10,171	£63,059	£25,060	£37,999	£63,059	£31,530	£31,529	£63,059	£63,059
7	48	£51,352	£9,876	£61,228	£24,332	£36,896	£61,228	£30,614	£30,614	£61,228	£61,228
6	47	£49,861	£9,589	£59,450	£23,625	£35,825	£59,450	£29,725	£29,725	£59,450	£59,450
5	46	£48,412	£9,311	£57,723	£22,939	£34,784	£57,723	£28,862	£28,861	£57,723	£57,723
4	45	£47,007	£9,041	£56,048	£22,273	£33,775	£56,048	£28,024	£28,024	£56,048	£56,048
3	44	£45,643	£8,778	£54,421	£21,627	£32,794	£54,421	£27,211	£27,210	£54,421	£54,421
2	43	£44,318	£8,523	£52,841	£20,999	£31,842	£52,841	£26,421	£26,420	£52,841	£52,841
1	42	£43,030	£8,276	£51,306	£20,389	£30,917	£51,306	£25,653	£25,653	£51,306	£51,306

Note 1: Grade 10 (a) shows model combined university and college stipend for holders of joint appointments

Note 2: For an Associate Professor without Tutorial Fellowship in the new scheme the University salary is equivalent to the model combined salary for Associate Professors with Tutorial Fellowship (all kinds).

Note 3: Payroll grades are shown in parenthesis e.g. (30S)

Buy-out rates

01-Aug-2022	01-Feb-2023	Effective Date
£6,817	£6,953	1-Feb-2023
£3,411	£3,479	1-Feb-2023
£2,530	£2,581	1-Feb-2023
£842	£859	1-Feb-2023

Note 1: These rates assume that a full buy-out of an associate professor where the college is the main employer is a 12-hour one. If a full buy-out is less, consult the Chairman or Secretary of the Estates Bursars' Committee over the appropriate rate.

Professor Grade A20	
01 August 2022	01 February 2023
£73,630	£75,103

Academic salaries & allowances outside the main salary and grading structure

Salaries with effect from **01 February 2023**

Head of department allowance		
	01 August 2022	01 February 2023
Schedule I	£24,836	£25,333
Schedule IIa	£22,872	£23,329
Schedule II	£21,112	£21,534
Schedule III	£16,862	£17,199
Schedule IV	£11,179	£11,403
Schedule V	£8,446	£8,615

Professorial Merit Pay			
01 August 2022	01 February 2023	PMP band	PMP level
£87,305	£89,051	Band C	12
£79,073	£80,654		11
£70,842	£72,259		10
£66,762	£68,097		9
£62,808	£64,064		8
£58,619	£59,791		7
£54,962	£56,061		6
£51,021	£52,041		5
£47,106	£48,048		4
£42,879	£43,737		3
£39,182	£39,966		2
£35,281	£35,987		1
£31,409	£32,037		Band B
£27,681	£28,235	4	
£23,556	£24,027	3	
£19,539	£19,930	2	
£15,700	£16,014	1	
£13,026	£13,287	Band A	4
£10,471	£10,680		3
£7,056	£7,197		2
£3,827	£3,904		1

Associate Professor with Title Allowance		
	01 August 2022	01 February 2023
Allowance	£2,931	£2,990

Notes:**Exclusions**

Departments and, for academic staff, divisions are reminded that this award does not automatically apply to staff paid on off-scale salary points ie grade codes ending in 90. These scales are not available for new appointments. Where contractually Departments or divisions are required to apply an uplift, they should action this. If advice is required, departments should contact their HR Business Partner in University HR.

Closed grades

Details of any pay scales associated with grades no longer open to new appointments are available from hr.reporting@admin.ox.ac.uk.

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Staff on individual salaries in these grades will receive a 2% uplift with effect from 1 February 2023

Allowances and supplements

In the majority of cases no action is required by departments but departments do need to amend payments which have been set up as the allowance "standby and call out pay cash" as the allowances will be amended automatically. The flat-rate payment has increased to £306; the broadband connection payment has increased to £336. Departments should adjust these payments, as well as payments made to staff who are in receipt of an on-call and standby allowance calculated as an average of salaries.

Information on how pay awards apply to allowances can be found at:

<https://hr.web.ox.ac.uk/allowances-and-premiums>

Market pay

Market pay supplements remain unchanged. Supplements are reviewed annually in Trinity Term and will be increased by up to 5% with effect from 1 August 2023