

Based on national 51 point pay spine excluding national points 1 to 9 and with additional points added at the top for Oxford

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	£70,579											9*	
54	£68,530											8*	
53	£66,539											7*	
52	£64,605											6	11
51	£62,727											5	10
50	£60,905										9*	4	9
49	£59,135										8*	3	8
48	£57,418										7*	2	7
47	£55,750										6	1	6
46	£54,131									10*	5		5
45	£52,560									9*	4		4
44	£51,034									8*	3		3
43	£49,553									7	2		2
42	£48,114									6	1		1
41	£46,718									5			
40	£45,361									4			
39	£44,045								11*	3			
38	£42,792								10*	2			
37	£41,526								9*	1			
36	£40,322								8				
35	£39,152								7				
34	£38,017								10*	6			
33	£36,914								9*	5			
32	£35,845								8*	4			
31	£34,804								7	3			
30	£33,797							10*	6	2			
29	£32,817							9*	5	1			
28	£31,866							8*	4				
27	£30,942							7	3				
26	£30,046							6	2				
25	£29,176							5	1				
24	£28,331					9*		4					
23	£27,511					8*		3					
22	£26,715					7*		2					
21	£25,941					6		1					
20	£25,217					5							
19	£24,461					9*		4					
18	£23,754					8*		3					
17	£23,067					7*		2					
16	£22,417					6		1					
15	£21,814					5							
14	£21,236			9*		4							
13	£20,675			8*		3							
12	£20,130			7*		2							
11	£19,612	4**		6		1							
10	£19,379	1,2 & 3**	6	5									

Note 1: * Discretionary point

Note 2:

Grade	Apprentice
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Grades	1 - 5
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 Support staff grades

Grades	6 - 10
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 Academic-related staff grades

Grade	10 (a)
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 Associate Professor Grades

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

Note 5: Spine points 6 to 9 were removed wef 1 August 2020 to ensure that the University complies with the Oxford Living Wage. Spine point 10 was increased to meet the Oxford Living Wage of £10.21/hour wef 1 August 2020.