

Salary and grading structure with effect from 1 August 2020

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**

Grades **1 - 5** Support staff grades

Grades **6 - 10** Academic-related staff grades

Grade **10 (a)** 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.