

Main Salary and grading structure with effect from 1 August 2024.

Based on national 51 point pay spine.

National Pay Spine																			
Pay spine step	Base salary	Salary with Oxford University Weighting (OUW)	Apprentice Grade	Standard Grade 1	Standard Grade 2	Standard Grade 3	Standard Grade 4	Standard Grade 5	Standard Grade 6	Research Grade 6	Standard Grade 7	Research Grade 7	Standard Grade 8	Research Grade 8	Standard Grade 9	Research Grade 9	Standard Grade 10	Research Grade 10	
56	£81,788	£83,288																	10*
55	£79,413	£80,913															9*	9*	
54	£77,108	£78,608															8*	8*	
53	£74,867	£76,367															7*	7*	
52	£72,691	£74,191															6	6	
51	£70,579	£72,079														10*	5	5	
50	£68,529	£70,029													9*	9*	4	4	
49	£66,537	£68,037													8*	8*	3	3	
48	£64,605	£66,105													7*	7*	2	2	
47	£62,728	£64,228														11*	6	6	1
46	£60,907	£62,407														10*	5	5	
45	£59,139	£60,639													9*	9*	4	4	
44	£57,422	£58,922													8*	8*	3	3	
43	£55,755	£57,255													7	7	2	2	
42	£54,136	£55,636													6	6	1	1	
41	£52,566	£54,066													5	5			
40	£51,039	£52,539													4	4			
39	£49,559	£51,059										11*	11*		3	3			
38	£48,149	£49,649										10*	10*		2	2			
37	£46,735	£48,235										9*	9*		1	1			
36	£45,413	£46,913										8	8						
35	£44,128	£45,628										11*	7	7					
34	£42,882	£44,382										10*	10*		6	6			
33	£41,671	£43,171										9*	9*		5	5			
32	£40,497	£41,997										8*	8*		4	4			
31	£39,365	£40,865										7	7		3	3			
30	£38,249	£39,749										10*	6	6	2	2			
29	£37,174	£38,674										9*	5	5	1	1			
28	£36,130	£37,630										8*	4	4					
27	£35,116	£36,616										7	3	3					
26	£34,132	£35,632										6	2	2					
25	£33,482	£34,982										5	1	1					
24	£32,546	£34,046										9*	4						
23	£31,637	£33,137										8*	3						
22	£30,805	£32,305										7*	2						
21	£29,959	£31,459										6	1						
20	£29,179	£30,679										5							
19	£28,381	£29,881										9*	4						
18	£27,644	£29,144										8*	3						
17	£26,942	£28,442										7*	2						
16	£26,338	£27,838	7**									11*	6	1					
15	£25,733	£27,233	6**									10*	5						
14	£25,448	£26,948	5**									9*	4						
13	£24,900	£26,400	4**									8							
12	£24,344	£25,844	3**									7							
11	£23,881	£25,381	2**									7*	6						
Local Point	£23,831	£25,331	1**									6							

Note 1: * Discretionary point

Grade	Apprentice	
Grades 1 - 5	1 - 5	Support staff grades
Grades 6 - 10	6 - 10	Academic-related

Note 3: ** Progression is linked to the achievement of milestones

Note 4: Grades 1-3 have been remodelled to remove 2.5, 3.1, 3.2 and 3.3, and add 1.7, 2.10 and 2.11 WEF 1 August 2024

Note 5: Base salary is based on the nationally negotiated pay spine which is subject to any general increases applied to all base salaries of that grade, based on the outcome of annual, national pay negotiations

Note 6: The Oxford University Weighting (OUW) is a fixed-rate payment of £1,500 over and above base salary (pro rata for part-time staff) pensionable and applicable to grades 1-10 only.

The OUW uplift element is not subject to any general increases to base salaries of that grade based on the annual, national pay negotiations. Instead the OUW is reviewed regularly by the University through an internal process. Following a review, the OUW element of your salary may be increased or may remain unchanged. The University is under no obligation to increase the OUW following a review.

The Oxford University Weighting came into effect from 1 August 2024.

The University is committed to ensuring it pays the Oxford Living Wage. For staff on the local spine point and national spine points 11-13 a proportion of the Oxford University Weighting has been paid with effect from 1 April 2024 in order to ensure compliance with the Oxford Living Wage