

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 | 1 |
| 46 | £60,907 | £62,407 | | | | | | | | | | | 10* | 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 | | | | | | | | | | 12* | 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 | £39,355 | £40,855 | | | | | | | 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

Note 2:

| Grade | Apprentice |
|--------|----------------------------|
| Grades | 1 - 5 Support staff grades |
| Grades | 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

| Casual pay spine point | National Pay Spine Hourly rate | August 2024 - July 2025 Oxford University Adjusted rate | | | | | | | | | | | | | | | | | | |
|------------------------|--------------------------------|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| 54 | £40.72 | £41.49 | | | | | | | | | | | | | | | | | | |
| 53 | £39.54 | £40.31 | | | | | | | | | | | | | | | | | | |
| 52 | £38.39 | £39.16 | | | | | | | | | | | | | | | | | | |
| 51 | £37.28 | £38.05 | | | | | | | | | | | | | | | | | | |
| 50 | £36.19 | £36.96 | | | | | | | | | | | | | | | | | | |
| 49 | £35.14 | £35.91 | | | | | | | | | | | | | | | | | | |
| 48 | £34.12 | £34.89 | | | | | | | | | | | | | | | | | | |
| 47 | £33.13 | £33.90 | | | | | | | | | | | | | | | | | | |
| 46 | £32.17 | £32.94 | | | | | | | | | | | | | | | | | | |
| 45 | £31.23 | £32.00 | | | | | | | | | | | | | | | | | | |
| 44 | £30.33 | £31.10 | | | | | | | | | | | | | | | | | | |
| 43 | £29.45 | £30.22 | | | | | | | | | | | | | | | | | | |
| 42 | £28.59 | £29.36 | | | | | | | | | | | | | | | | | | |
| 41 | £27.76 | £28.53 | | | | | | | | | | | | | | | | | | |
| 40 | £26.96 | £27.73 | | | | | | | | | | | | | | | | | | |
| 39 | £26.17 | £26.94 | | | | | | | | | | | | | | | | | | |
| 38 | £25.41 | £26.18 | | | | | | | | | | | | | | | | | | |
| 37 | £24.69 | £25.46 | | | | | | | | | | | | | | | | | | |
| 36 | £23.97 | £24.74 | | | | | | | | | | | | | | | | | | |
| 35 | £23.29 | £24.06 | | | | | | | | | | | | | | | | | | |
| 34 | £22.63 | £23.40 | | | | | | | | | | | | | | | | | | |
| 33 | £21.99 | £22.76 | | | | | | | | | | | | | | | | | | |
| 32 | £21.37 | £22.14 | | | | | | | | | | | | | | | | | | |
| 31 | £20.77 | £21.54 | | | | | | | | | | | | | | | | | | |
| 30 | £20.18 | £20.95 | | | | | | | | | | | | | | | | | | |
| 29 | £20.15 | £20.94 | | | | | | | | | | | | | | | | | | |
| 28 | £19.59 | £20.38 | | | | | | | | | | | | | | | | | | |
| 27 | £19.04 | £19.83 | | | | | | | | | | | | | | | | | | |
| 26 | £18.50 | £19.29 | | | | | | | | | | | | | | | | | | |
| 25 | £17.98 | £18.77 | | | | | | | | | | | | | | | | | | |
| 24 | £17.64 | £18.43 | | | | | | | | | | | | | | | | | | |
| 23 | £17.15 | £17.94 | | | | | | | | | | | | | | | | | | |
| 22 | £16.67 | £17.46 | | | | | | | | | | | | | | | | | | |
| 21 | £16.23 | £17.02 | | | | | | | | | | | | | | | | | | |
| 20 | £15.78 | £16.57 | | | | | | | | | | | | | | | | | | |
| 19 | £15.37 | £16.16 | | | | | | | | | | | | | | | | | | |
| 18 | £14.95 | £15.74 | | | | | | | | | | | | | | | | | | |
| 17 | £14.56 | £15.36 | | | | | | | | | | | | | | | | | | |
| 16 | £14.19 | £14.99 | | | | | | | | | | | | | | | | | | |
| 15 | £13.88 | £14.67 | | | | | | | | | | | | | | | | | | |
| 14 | £13.56 | £14.35 | | | | | | | | | | | | | | | | | | |
| 13 | £13.41 | £14.20 | | | | | | | | | | | | | | | | | | |
| 12 | £13.12 | £13.91 | | | | | | | | | | | | | | | | | | |
| 11 | £12.83 | £13.62 | | | | | | | | | | | | | | | | | | |
| 10 | £12.58 | £13.37 | | | | | | | | | | | | | | | | | | |
| 9 | £12.56 | £13.35 | | | | | | | | | | | | | | | | | | |

Note 1: The Casual Pay Spine points are numbered differently to the National Pay Spine for employees.

Note 2: Guidance on casual workers: <https://hr.admin.ox.ac.uk/casual-workers-and-casual-teachers>

Note 3: National pay spine hourly rates are 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, Oxford Adjusted Salary includes the Oxford University weighting .

Note 4: The Oxford University Weighting (OUW) is a fixed-rate payment 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 hourly rates 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.

Researcher 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) | Research Grade 6 | Research Grade 7 | Research Grade 8 | Research Grade 9 | Research Grade 10 |
| 56 | £81,788 | £83,288 | | | | | 10* |
| 55 | £79,413 | £80,913 | | | | | 9* |
| 54 | £77,108 | £78,608 | | | | | 8* |
| 53 | £74,867 | £76,367 | | | | | 7* |
| 52 | £72,691 | £74,191 | | | | | 6 |
| 51 | £70,579 | £72,079 | | | | 10* | 5 |
| 50 | £68,529 | £70,029 | | | | 9* | 4 |
| 49 | £66,537 | £68,037 | | | | 8* | 3 |
| 48 | £64,605 | £66,105 | | | | 7* | 2 |
| 47 | £62,728 | £64,228 | | | 11* | 6 | 1 |
| 46 | £60,907 | £62,407 | | | 10* | 5 | |
| 45 | £59,139 | £60,639 | | | 9* | 4 | |
| 44 | £57,422 | £58,922 | | | 8* | 3 | |
| 43 | £55,755 | £57,255 | | | 7 | 2 | |
| 42 | £54,136 | £55,636 | | | 6 | 1 | |
| 41 | £52,566 | £54,066 | | | 5 | | |
| 40 | £51,039 | £52,539 | | 12* | 4 | | |
| 39 | £49,559 | £51,059 | | 11* | 3 | | |
| 38 | £48,149 | £49,649 | | 10* | 2 | | |
| 37 | £46,735 | £48,235 | | 9* | 1 | | |
| 36 | £45,413 | £46,913 | | 8 | | | |
| 35 | £44,128 | £45,628 | 11* | 7 | | | |
| 34 | £42,882 | £44,382 | 10* | 6 | | | |
| 33 | £41,671 | £43,171 | 9* | 5 | | | |
| 32 | £40,497 | £41,997 | 8* | 4 | | | |
| 31 | £39,355 | £40,855 | 7 | 3 | | | |
| 30 | £38,249 | £39,749 | 6 | 2 | | | |
| 29 | £37,174 | £38,674 | 5 | 1 | | | |
| 28 | £36,130 | £37,630 | 4 | | | | |
| 27 | £35,116 | £36,616 | 3 | | | | |
| 26 | £34,132 | £35,632 | 2 | | | | |
| 25 | £33,482 | £34,982 | 1 | | | | |

- Note 1:

New grades 6RS-10RS have been added for Research roles WEF 1 August 2024
- Note 2:

* Discretionary point
- Note 3:

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 4:

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

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

Associate Professor salary and grading structures with effect from 1 August 2024



Based on national 51 point pay spine

Associate Professor Grade 10a (applies to grades 30S, 36S, 38S, 39Q)

| Pay spine step | Base salary | Grade 10a |
|----------------|-------------|-----------|
| 53 | £74,867 | 11 |
| 52 | £72,691 | 10 |
| 51 | £70,579 | 9 |
| 50 | £68,529 | 8 |
| 49 | £66,537 | 7 |
| 48 | £64,605 | 6 |
| 47 | £62,728 | 5 |
| 46 | £60,907 | 4 |
| 45 | £59,139 | 3 |
| 44 | £57,422 | 2 |
| 43 | £55,755 | 1 |

- Note 1: Grade 10a shows model combined University and college stipend for holders of joint appointments
- Note 2: Grade 10a has moved from national spine points 42-52 to 43-53 WEF 1 August 2024

| 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) (39Q) | | | 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 | 53 | £62,791 | £12,076 | £74,867 | £29,767 | £45,100 | £74,867 | £37,434 | £37,433 | £74,867 | £74,867 |
| 10 | 52 | £60,966 | £11,725 | £72,691 | £28,902 | £43,789 | £72,691 | £36,346 | £36,345 | £72,691 | £72,691 |
| 9 | 51 | £59,195 | £11,384 | £70,579 | £28,062 | £42,517 | £70,579 | £35,290 | £35,289 | £70,579 | £70,579 |
| 8 | 50 | £57,475 | £11,054 | £68,529 | £27,247 | £41,282 | £68,529 | £34,265 | £34,264 | £68,529 | £68,529 |
| 7 | 49 | £55,805 | £10,732 | £66,537 | £26,455 | £40,082 | £66,537 | £33,269 | £33,268 | £66,537 | £66,537 |
| 6 | 48 | £54,184 | £10,421 | £64,605 | £25,687 | £38,918 | £64,605 | £32,303 | £32,302 | £64,605 | £64,605 |
| 5 | 47 | £52,610 | £10,118 | £62,728 | £24,941 | £37,787 | £62,728 | £31,364 | £31,364 | £62,728 | £62,728 |
| 4 | 46 | £51,083 | £9,824 | £60,907 | £24,217 | £36,690 | £60,907 | £30,454 | £30,453 | £60,907 | £60,907 |
| 3 | 45 | £49,600 | £9,539 | £59,139 | £23,514 | £35,625 | £59,139 | £29,570 | £29,569 | £59,139 | £59,139 |
| 2 | 44 | £48,160 | £9,262 | £57,422 | £22,831 | £34,591 | £57,422 | £28,711 | £28,711 | £57,422 | £57,422 |
| 1 | 43 | £46,762 | £8,993 | £55,755 | £22,168 | £33,587 | £55,755 | £27,878 | £27,877 | £55,755 | £55,755 |

- Note 3: 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 4: Payroll grades are shown in parenthesis e.g. (30S)
- Note 5: 39Q replaced 39S with effect from 1 August 2023
- Note 6: Rates effective from 1 August 2024 until 31 July 2025

Academic rates and allowances outside the main salary and grading structure



Salaries with effect from 01 August 2024

| Professor Grade A20 | |
|------------------------|----------------|
| 01 August 2023 | 01 August 2024 |
| £77,312 | £79,245 |

| Head of department allowance | | |
|------------------------------|----------------|----------------|
| | 01 August 2023 | 01 August 2024 |
| Schedule I | £26,078 | £26,730 |
| Schedule IIa | £24,016 | £24,616 |
| Schedule II | £22,168 | £22,722 |
| Schedule III | £17,705 | £18,148 |
| Schedule IV | £11,738 | £12,031 |
| Schedule V | £8,868 | £9,090 |

| Professorial Merit Pay | | | |
|------------------------|----------------|----------|-----------|
| 01 August 2023 | 01 August 2024 | PMP band | PMP level |
| £91,670 | £93,962 | Band C | 12 |
| £83,027 | £85,103 | | 11 |
| £74,384 | £76,244 | | 10 |
| £70,100 | £71,853 | | 9 |
| £65,948 | £67,597 | | 8 |
| £61,550 | £63,089 | | 7 |
| £57,710 | £59,153 | | 6 |
| £53,572 | £54,911 | | 5 |
| £49,461 | £50,698 | | 4 |
| £45,023 | £46,149 | | 3 |
| £41,141 | £42,170 | | 2 |
| £37,045 | £37,971 | | 1 |
| £32,979 | £33,803 | Band B | 5 |
| £29,065 | £29,792 | | 4 |
| £24,734 | £25,352 | | 3 |
| £20,516 | £21,029 | | 2 |
| £16,485 | £16,897 | | 1 |
| £13,677 | £14,019 | Band A | 4 |
| £10,995 | £11,270 | | 3 |
| £7,409 | £7,594 | | 2 |
| £4,018 | £4,118 | | 1 |

| Associate Professor with Title Allowance | | |
|--|----------------|----------------|
| | 01 August 2023 | 01 August 2024 |
| Allowance | £3,078 | £3,155 |

| Buy-out rates | | |
|---------------|-------------|----------------|
| 01-Aug-2023 | 01-Aug-2024 | Effective Date |
| £7,158 | £7,337 | 01-Aug-2024 |
| £3,582 | £3,672 | 01-Aug-2024 |
| £2,657 | £2,723 | 01-Aug-2024 |
| £884 | £906 | 01-Aug-2024 |

- 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.
- Note 2: Rates effective from 1 August 2024 until 31 July 2025

Notes:



August 2024 Changes

With effect from 1 August 2024 the pay spine has been remodelled so that: 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; New grades 6RS-10RS have been added for Research roles, and Grade 10a has moved from national spine points 42-52 to 43-53. An Oxford University weighting of £1,500 has been added to all pay spine points 10-56

Exclusions

Departments and 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.

ALC6 RSIV

Staff on individual salaries in these grades will not receive Oxford University weighting

Market pay

Market pay supplements remain unchanged. Supplements are reviewed annually and will be increased in line with the 2024 **national** pay award

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 not be amended automatically. The flat-rate payment has increased to £323; the broadband connection payment has increased to £355. 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.