

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	Standard Grade 7	Standard Grade 8	Standard Grade 9	Standard Grade 10
56	£79,793	£81,293											
55	£77,476	£78,976											9*
54	£75,227	£76,727											8*
53	£73,041	£74,541											7*
52	£70,918	£72,418											6
51	£68,857	£70,357											5
50	£66,857	£68,357										9*	4
49	£64,914	£66,414										8*	3
48	£63,029	£64,529										7*	2
47	£61,198	£62,698										6	1
46	£59,421	£60,921									10*	5	
45	£57,696	£59,196									9*	4	
44	£56,021	£57,521									8*	3	
43	£54,395	£55,895									7	2	
42	£52,815	£54,315									6	1	
41	£51,283	£52,783									5		
40	£49,794	£51,294									4		
39	£48,350	£49,850								11*	3		
38	£46,974	£48,474								10*	2		
37	£45,585	£47,085								9*	1		
36	£44,263	£45,763								8			
35	£42,978	£44,478								7			
34	£41,732	£43,232							10*	6			
33	£40,521	£42,021							9*	5			
32	£39,347	£40,847							8*	4			
31	£38,205	£39,705							7	3			
30	£37,099	£38,599						10*	6	2			
29	£36,024	£37,524						9*	5	1			
28	£34,980	£36,480						8*	4				
27	£33,966	£35,466						7	3				
26	£32,982	£34,482						6	2				
25	£32,332	£33,832						5	1				
24	£31,396	£32,896					9*	4					
23	£30,487	£31,987					8*	3					
22	£29,605	£31,105					7*	2					
21	£28,759	£30,259					6	1					
20	£27,979	£29,479					5						
19	£27,181	£28,681					9*	4					
18	£26,444	£27,944					8*	3					
17	£25,742	£27,242					7*	2					
16	£25,138	£26,638	7**			11*	6	1					
15	£24,533	£26,033	6**			10*	5						
14	£24,248	£25,748	5**			9*	4						
13	£23,700	£25,200	4**			8							
12	£23,144	£24,644	3**			7							
11	£22,681	£24,181	2**	7*		6							
Local Point	£22,631	£24,131	1**	6									

Note 1: * Discretionary point

Note 2:

Grade	Apprentice
Grades	1 - 5
Grades	6 - 10

Support staff grades
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

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	£73,041	11
52	£70,918	10
51	£68,857	9
50	£66,857	8
49	£64,914	7
48	£63,029	6
47	£61,198	5
46	£59,421	4
45	£57,696	3
44	£56,021	2
43	£54,395	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	£61,259	£11,782	£73,041	£29,041	£44,000	£73,041	£36,521	£36,520	£73,041	£73,041
10	52	£59,479	£11,439	£70,918	£28,197	£42,721	£70,918	£35,459	£35,459	£70,918	£70,918
9	51	£57,750	£11,107	£68,857	£27,378	£41,479	£68,857	£34,429	£34,428	£68,857	£68,857
8	50	£56,073	£10,784	£66,857	£26,582	£40,275	£66,857	£33,429	£33,428	£66,857	£66,857
7	49	£54,443	£10,471	£64,914	£25,810	£39,104	£64,914	£32,457	£32,457	£64,914	£64,914
6	48	£52,862	£10,167	£63,029	£25,060	£37,969	£63,029	£31,515	£31,514	£63,029	£63,029
5	47	£51,327	£9,871	£61,198	£24,332	£36,866	£61,198	£30,599	£30,599	£61,198	£61,198
4	46	£49,836	£9,585	£59,421	£23,626	£35,795	£59,421	£29,711	£29,710	£59,421	£59,421
3	45	£48,390	£9,306	£57,696	£22,940	£34,756	£57,696	£28,848	£28,848	£57,696	£57,696
2	44	£46,985	£9,036	£56,021	£22,274	£33,747	£56,021	£28,011	£28,010	£56,021	£56,021
1	43	£45,621	£8,774	£54,395	£21,627	£32,768	£54,395	£27,198	£27,197	£54,395	£54,395

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

Academic rates and allowances outside the main salary and grading structure



Salaries with effect from 01 August 2023

Professor Grade A20	
01 August 2022	01 August 2023
£73,630	£77,312

Head of department allowance		
	01 August 2022	01 August 2023
Schedule I	£24,836	£26,078
Schedule IIa	£22,872	£24,016
Schedule II	£21,112	£22,168
Schedule III	£16,862	£17,705
Schedule IV	£11,179	£11,738
Schedule V	£8,446	£8,868

Professorial Merit Pay			
01 August 2022	01 August 2023	PMP band	PMP level
£87,305	£91,670	Band C	12
£79,073	£83,027		11
£70,842	£74,384		10
£66,762	£70,100		9
£62,808	£65,948		8
£58,619	£61,550		7
£54,962	£57,710		6
£51,021	£53,572		5
£47,106	£49,461		4
£42,879	£45,023		3
£39,182	£41,141		2
£35,281	£37,045		1
£31,409	£32,979	Band B	5
£27,681	£29,065		4
£23,556	£24,734		3
£19,539	£20,516		2
£15,700	£16,485	Band A	1
£13,026	£13,677		4
£10,471	£10,995		3
£7,056	£7,409		2
£3,827	£4,018		1

Associate Professor with Title Allowance		
	01 August 2022	01 August 2023
Allowance	£2,931	£3,078

Buy-out rates		
01-Aug-2022	01-Aug-2023	Effective Date
£6,817	£7,158	01-Aug-2023
£3,411	£3,582	01-Aug-2023
£2,530	£2,657	01-Aug-2023
£842	£884	01-Aug-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 August 2023
£73,630	£77,312

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