

Salary and grading structure with effect from 1 April 2024

Based on national 51 point pay spine excluding national points 1 to 13 and with additional points added at the top for Oxford

The bottom pay spine step is a local point and not a national spine point. The three pay spine steps above that have had an OLV Top Up applied and are not national spine points.

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	£77,476											9*	
54	£75,227											8*	
53	£73,041											7*	
52	£70,918											6	11
51	£68,857											5	10
50	£66,857										9*	4	9
49	£64,914										8*	3	8
48	£63,029										7*	2	7
47	£61,198										6	1	6
46	£59,421									10*	5		5
45	£57,696									9*	4		4
44	£56,021									8*	3		3
43	£54,395									7	2		2
42	£52,815									6	1		1
41	£51,283									5			
40	£49,794									4			
39	£48,350												
38	£46,974								11*	3			
37	£45,585								10*	2			
36	£44,263								9*	1			
35	£42,978								8				
34	£41,732								7				
33	£40,521							10*	6				
32	£39,347							9*	5				
31	£38,205							8*	4				
30	£37,099						10*	7	3				
29	£36,024						9*	6	2				
28	£34,980						8*	5	1				
27	£33,966						7	4					
26	£32,982						6	3					
25	£32,332						5	2					
24	£31,396							1					
23	£30,487					9*	4						
22	£29,605					8*	3						
21	£28,759					7*	2						
20	£27,979					6	1						
19	£27,181					5							
18	£26,444					9*	4						
17	£25,742					8*	3						
16	£25,138	7**				7*	2						
15	£24,533	6**				6	1						
14	£24,248	5**				5							
OLW Top Up	£23,706	4**		9*	4								
OLW Top Up	£23,706	3**		8*	3								
OLW Top Up	£23,706	2**		7*	2								
Local Point	£23,706	1**	6	6	1								

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: Grading structure showing percent uplift with effect from 1 April 2024 for affected spine points:

Pay spine step	Salary	Previous salary (1 Aug 2023)	Percent increase
OLW Top Up	£23,706	£23,700	0.03%
OLW Top Up	£23,706	£23,144	2.43%
OLW Top Up	£23,706	£22,681	4.52%
Local Point	£23,706	£22,631	4.75%