

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