## Based on national 51 point pay spine

Page princip   Base sallay   Caciff Linversity   Caciff Linversity   Caciff Linversity   Caciff Linversity   Caciff Cac	National	Pay Spine												
Page														
Page			0-1											
See   179,723   281,233		Base salary												
55   \$77.476   \$77.976   \$77.977   \$7	step	Daoo cala.y		Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
55   \$77.476   \$77.976   \$77.977   \$7														
55   \$77.476   \$77.976   \$77.977   \$7		070 700	204.000											
ST   ST   ST   ST   ST   ST   ST   ST														0*
\$2														
Section   Sect														
51														
50   SER. RST   SER. SST   SER.														
48														
### ### ### ### ### ### ### ### ### ##														-
47														
46														
45														1
44														
43														
42														
41														
4													1	
39														
38       £46,974       £48,474       10°       2         37       £45,585       £47,085       9°       1         36       £42,2978       £44,478       7       7         34       £41,732       £42,222       7       10°       6         32       £39,347       £40,847       9°       5       5         31       £32,055       £39,705       7       3       6°       4         31       £32,099       £36,599       10°       6       2       2         29       £36,024       £37,524       9°       5       1       1       6°       4       1       1       6°       4       1       1       1       6°       4       1	40	£49,794	£51,294											
37	39		£49,850											
36	38	£46,974	£48,474											
35	37	£45,585	£47,085								9*	1		
34 £41,732 £43,232														
33	35	£42,978	£44,478											
32	34	£41,732	£43,232											
31	33	£40,521	£42,021								5			
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       5         19       £27,181       £28,681       9°       4         18       £26,444       £27,944       8°       3         16       £25,138       £26,638       7°       11°       6         15       £24,533       £26,033       6°       10°       5         14       £24,248       £25,748       5°       9°       4         13       £23,700	32	£39,347	£40,847							8*	4			
29       £36,024       £37,524       9°       5       1         28       £34,980       £36,480       8°       4       4         27       £33,966       £35,466       7       3       3         26       £32,982       £34,482       6       2       5         25       £32,332       £33,832       5       1       1         24       £31,396       £32,896       9°       4       4       1         23       £30,487       £31,987       8°       3       3       1       1         22       £29,605       £31,105       7°       2       1       2       2       2       1 <td>31</td> <td>£38,205</td> <td>£39,705</td> <td></td>	31	£38,205	£39,705											
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       9°       4         19       £27,181       £28,681       9°       4       1         18       £26,444       £27,944       8°       3       3         17       £25,742       £27,242       7°       2       1         16       £25,138       £26,638       7°*       11°       6       1       1         15       £24,533       £26,033       6°*       10°       5       1       1         14       £24,248       £25,748       5°*       9°       4       4       1       1         12<	30	£37,099	£38,599							6	2			
27       £33,966       £35,466       7       3       2         26       £32,982       £34,482       6       2       2         25       £32,332       £33,832       5       1       1         24       £31,396       £32,896       9°       4       4       2         23       £30,487       £31,987       8°       3       3       3       2         22       £29,605       £31,105       7°       2 </td <td>29</td> <td>£36,024</td> <td>£37,524</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>9*</td> <td>5</td> <td>1</td> <td></td> <td></td> <td></td>	29	£36,024	£37,524						9*	5	1			
26       £32,982       £34,482       6       2         25       £32,332       £33,832       5       1         24       £31,396       £32,896       9¹       4         23       £30,487       £31,987       8¹       3         22       £29,605       £31,105       7²       2         21       £28,759       £30,259       6       1         20       £27,979       £29,479       5       9¹         19       £27,181       £28,681       9¹       4         18       £26,444       £27,944       8³       3         17       £25,742       £27,242       7²       2         16       £25,138       £26,638       7**       11¹       6       1         15       £24,533       £26,633       6**       10*       5         14       £24,248       £25,748       5**       9¹       4         13       £23,144       £24,644       3**       7         11       £22,681       £24,181       2**       7*       6	28	£34,980	£36,480						8*	4				
25       £32,332       £33,832       9°       4         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       8         12       £23,144       £24,644       3°       7°       6         11       £22,681       £24,181       2°       7°       6	27	£33,966	£35,466						7					
24       £31,396       £32,896       9°       4       1         23       £30,487       £31,987       8°       3       3         22       £29,605       £31,105       7°       2       2         21       £28,759       £30,259       6       1       1         20       £27,999       £29,479       5       1       1         19       £27,181       £28,681       9°       4       1       1         18       £26,444       £27,944       8°       3       1       1       1         17       £25,742       £27,242       7°       2       1 <td>26</td> <td>£32,982</td> <td>£34,482</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>6</td> <td>2</td> <td></td> <td></td> <td></td> <td></td>	26	£32,982	£34,482						6	2				
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	25	£32,332	£33,832						5	1				
22       £29,605       £31,105       7*       2       1         21       £28,759       £30,259       6       1       1         20       £27,979       £29,479       5       1       1         19       £27,181       £28,681       9*       4       1	24	£31,396	£32,896					9*	4					
21       £28,759       £30,259       6       1	23	£30,487	£31,987					8*	3					
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	22	£29,605	£31,105					7*	2					
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	21	£28,759	£30,259					6	1					
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	20	£27,979	£29,479					5						
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	19	£27,181	£28,681				9*	4						
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	18	£26,444	£27,944				8*	3						
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	17	£25,742	£27,242				7*	2						
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	16	£25,138	£26,638	7**		11*	6	1						
13     £23,700     £25,200     4**     8       12     £23,144     £24,644     3**     7       11     £22,681     £24,181     2**     7*     6	15	£24,533	£26,033	6**		10*	5							
13     £23,700     £25,200     4**     8       12     £23,144     £24,644     3**     7       11     £22,681     £24,181     2**     7*     6	14			5**		9*	4							
12 £23,144 £24,644 <b>3*** 7</b> 11 £22,681 £24,181 <b>2*** 7* 6</b>	13			4**		8								
11 £22,681 £24,181 <b>2** 7* 6</b>	12		£24,644	3**		7								
				2**	7*	6								
	Local Point	£22,631	£24,131		6									

Note 1: \* Discretionary point

Note 3:

Note 2: Support staff grades

 $^{\star\star}$  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

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

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 Note 6:

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 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