**Casual pay spine: table of hourly rates with effect from 1 April 2026**

| Casual pay spine point | National Pay Spine Hourly rate | Hourly rate including Oxford University Weighting | Grade |
|---|---|---|---|
| 54 | **£41.29** | **£42.18** | 10: 9* |
| 53 | **£40.10** | **£40.98** | 10: 8* |
| 52 | **£38.93** | **£39.82** | 10: 7* |
| 51 | **£37.80** | **£38.69** | 10: 6 |
| 50 | **£36.70** | **£37.59** | 10: 5 |
| 49 | **£35.63** | **£36.52** | 10: 4; 9: 9* |
| 48 | **£34.60** | **£35.49** | 10: 3; 9: 8* |
| 47 | **£33.59** | **£34.48** | 10: 2; 9: 7* |
| 46 | **£32.62** | **£33.51** | 10: 1; 9: 6 |
| 45 | **£31.67** | **£32.56** | 9: 5; 8: 10* |
| 44 | **£30.75** | **£31.64** | 9: 4; 8: 9* |
| 43 | **£29.86** | **£30.75** | 9: 3; 8: 8* |
| 42 | **£28.99** | **£29.88** | 9: 2; 8: 7 |
| 41 | **£28.15** | **£29.04** | 9: 1; 8: 6 |
| 40 | **£27.33** | **£28.22** | 8: 5 |
| 39 | **£26.54** | **£27.43** | 8: 4 |
| 38 | **£25.77** | **£26.66** | 8: 3; 7: 11* |
| 37 | **£25.04** | **£25.92** | 8: 2; 7: 10* |
| 36 | **£24.30** | **£25.19** | 8: 1; 7: 9* |
| 35 | **£23.61** | **£24.50** | 7: 8 |
| 34 | **£22.95** | **£23.83** | 7: 7 |
| 33 | **£22.30** | **£23.19** | 6: 10*; 7: 6 |
| 32 | **£21.67** | **£22.56** | 6: 9*; 7: 5 |
| 31 | **£21.06** | **£21.95** | 6: 8*; 7: 4 |
| 30 | **£20.46** | **£21.35** | 6: 7; 7: 3 |
| 29 | **£20.43** | **£21.35** | 5: 10*; 6: 6; 7: 2 |
| 28 | **£19.86** | **£20.77** | 5: 9*; 6: 5; 7: 1 |
| 27 | **£19.30** | **£20.21** | 5: 8*; 6: 4 |
| 26 | **£18.76** | **£19.67** | 5: 7; 6: 3 |
| 25 | **£18.23** | **£19.15** | 5: 6; 6: 2 |
| 24 | **£17.89** | **£18.80** | 5: 5; 6: 1 |
| 23 | **£17.39** | **£18.30** | 4: 9* |
| 22 | **£16.90** | **£17.81** | 4: 8* |
| 21 | **£16.46** | **£17.37** | 4: 7* |
| 20 | **£16.01** | **£16.92** | 4: 6; 5: 1 |
| 19 | **£15.59** | **£16.50** | 4: 5 |
| 18 | **£15.16** | **£16.07** | 3: 9*; 4: 4 |
| 17 | **£14.77** | **£15.68** | 3: 8*; 4: 3 |
| 16 | **£14.39** | **£15.31** | 3: 7*; 4: 2 |
| 15 | **£14.07** | **£14.98** | 2: 11*; 3: 6; 4: 1 |
| 14 | **£13.75** | **£14.66** | 2: 10*; 3: 5 |
| 13 | **£13.60** | **£14.51** | 2: 9*; 3: 4 |
| 12 | **£13.30** | **£14.21** | 2: 8 |
| OLW Top Up (11) | **£13.01** | **£14.06** | 2: 7 |
| OLW Top Up (10) | **£13.01** | **£14.06** | 1: 7*; 2: 6 |
| OLW Top Up (9) | **£13.01** | **£14.06** | 1: 6 |

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

Note 4: The Oxford University Weighting (OUW) is a fixed-rate, pensionable payment of £1,730 over and above base salary (pro rata for part-time staff). It is applicable to grades 1-10, Associate Professors, and Statutory Professors.

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.

Note 5: With effect from 1 April 2026 the Oxford Living Wage rate rises from £13.16 to £14.06 per hour. The new hourly rates for the affected pay spine steps are shown below (including OUW).

| Pay spine step | Previous pay spine hourly rate including OUW (1 Aug 2025) | New hourly rate including OUW (1 April 2026) | Percentage increase in salary including OUW |
|---|---|---|---|
| OLW Top Up (12) | £13.92 | £14.06 | 1.0% |
| OLW Top Up (11) | £13.67 | £14.06 | 2.9% |
| OLW Top Up (Local Point) | £13.64 | £14.06 | 3.1% |

This is an interim uplift, separate from future pay changes following national pay negotiations. Staff receiving this uplift may be affected by those negotiations, which will determine whehter further pay changes are needed. Further information will be communicated.

**Updated in October 2026 to correct an administrative error in Note 5.**