Main Salary and grading structure with effect from 1 April 2026

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	Research Grade 6	Standard Grade 7	Research Grade 7	Standard Grade 8	Research Grade 8	Standard Grade 9	Research Grade 9	Standard Grade 10	Research Grade 10
56	£82,933	£84,663																10*
55	£80,525	£82,255															9*	9*
54	£78,188	£79,918															8*	8*
53	£75,915	£77,645															7*	7*
52	£73,709	£75,439															6	6
51	£71,566	£73,296														10*	5	5
50	£69,488	£71,218													9*	9*	4	4
49	£67,468	£69,198													8*	8*	3	3
48	£65,509	£67,239													7*	7*	2	2
47	£63,606	£65,336												11*	6	6	1	1
46	£61,759	£63,489											10*	10*	5	5		
45	£59,966	£61,696											9*	9*	4	4		
44	£58,225	£59,955											8*	8*	3	3		
43	£56,535	£58,265											7	7	2	2		
42	£54,893	£56,623											6	6	1	1		
41	£53,301	£55,031											5	5				
40	£51,753	£53,483										12*	4	4				
39	£50,253	£51,983									11*	11*	3	3				
38	£48,822	£50,552									10*	10*	2	2				
37	£47,389	£49,119									9*	9*	1	1				
36	£46,049	£47,779									8	8						
35	£44,746	£46,476								11*	7	7						
34	£43,482	£45,212							10*	10*	6	6						
33	£42,254	£43,984							9*	9*	5	5						
32	£41,064	£42,794							8*	8*	4	4						
31	£39,906	£41,636							7	7	3	3						
30	£38,784	£40,514						10*	6	6	2	2						
29	£37,694	£39,424						9*	5	5	1	1						
28	£36,636	£38,366						8*	4	4								
27	£35,608	£37,338						7	3	3								
26	£34,610	£36,340						6	2	2								
25	£33,951	£35,681						5	1	1								
24	£33,002	£34,732					9*	4										
23	£32,080	£33,810					8*	3										
22	£31,236	£32,966					7*	2										
21	£30,378	£32,108					6	1										
20	£29,588	£31,318					5											
19	£28,778	£30,508				9*	4											
18	£28,031	£29,761				8*	3											
17	£27,319	£29,049				7*	2											
16	£26,707	£28,437	7**		11*	6	1											
15	£26,093	£27,823	6**		10*	5												
14	£25,804	£27,534	5**		9*	4												
13	£25,249	£26,979	4**		8													
OLW Top Up (12)	£24,696	£26,686	3**		7													
OLW Top Up (11)	£24,696	£26,686	2**	7*	6													
OLW Top Up (Local Point)	£24,696	£26,686	1**	6														

Note 1: * Discretionary point

Note 2:

Grade				Apprentice	
Grades				1 - 5	Support staff grades
Grades				6 - 10	Academic-related

Note 3: ** Progression is linked to the achievement of milestones

Note 4: 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 5: 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

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.

Note 6: With effect from 1 April 2026 the Oxford Living Wage rate rises from £24,978 to £26,686 per annum. The total salary rates for the affected pay spine steps are shown below (including OUW).

Pay spine step	Previous total salary including OUW (1 Aug 2025)	New total salary including OUW (1 April 2026)	Percentage increase in salary including OUW
OLW Top Up (12)	£26,415	£26,686	1.0%
OLW Top Up (11)	£25,945	£26,686	2.9%
OLW Top Up (Local Point)	£25,895	£26,686	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 communicat

Updated in October 2026 to correct an administrative error in Note 6.