Main Salary and grading structure with effect from 1 August 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	£84,592	£86,322																10*
55	£82,136	£83,866															9*	9*
54	£79,752	£81,482															8*	8*
53	£77,433	£79,163															7*	7*
52	£75,183	£76,913															6	6
51	£72,997	£74,727														10*	5	5
50	£70,878	£72,608													9*	9*	4	4
49	£68,817	£70,547													8*	8*	3	3
48	£66,819	£68,549													7*	7*	2	2
47	£64,878	£66,608												11*	6	6	1	1
46	£62,994	£64,724											10*	10*	5	5		
45	£61,165	£62,895											9*	9*	4	4		
44	£59,390	£61,120											8*	8*	3	3		
43	£57,666	£59,396											7	7	2	2		
42	£55,991	£57,721											6	6	1	1		
41	£54,367	£56,097											5	5				
40	£52,788	£54,518										12*	4	4				
39	£51,258	£52,988									11*	11*	3	3				
38	£49,798	£51,528									10*	10*	2	2				
37	£48,337	£50,067									9*	9*	1	1				
36	£46,970	£48,700									8	8						
35	£45,641	£47,371								11*	7	7						
34	£44,352	£46,082							10*	10*	6	6						
33	£43,099	£44,829							9*	9*	5	5						
32	£41,885	£43,615							8*	8*	4	4						
31	£40,704	£42,434							7	7	3	3						
30	£39,560	£41,290						10*	6	6	2	2						
29	£38,448	£40,178						9*	5	5	1	1						
28	£37,369	£39,099						8*	4	4								
27	£36,320	£38,050						7	3	3								
26	£35,302	£37,032						6	2	2								
25	£34,630	£36,360						5	1	1								
24	£33,662	£35,392					9*	4										
23	£32,722	£34,452					8*	3										
22	£31,861	£33,591					7*	2										
21	£30,986	£32,716					6	1										
20	£30,180	£31,910					5											
19	£29,354	£31,084				9*	4											
18	£28,592	£30,322				8*	3											
17	£27,865	£29,595				7*	2											
16	£27,241	£28,971	7**		11*	6	1											
15	£26,615	£28,345	6**		10*	5												
14	£26,320	£28,050	5**		9	4												
13	£25,754	£27,484	4**		8													
12	£25,179	£26,909	3**	7	7													
OLW Point	£24,956	£26,686	2**	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 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 your salary may be increased or may remain unchanged. The University is under no obligation to increase the OUW following a review.

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

Casual pay spine point	National Pay Spine Hourly rate	Hourly rate with Oxford University Weighting	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
54	**£42.12**	**£43.01**										9*
53	**£40.90**	**£41.79**										8*
52	**£39.71**	**£40.60**										7*
51	**£38.56**	**£39.44**										6
50	**£37.43**	**£38.32**										5
49	**£36.35**	**£37.23**									9*	4
48	**£35.29**	**£36.18**									8*	3
47	**£34.27**	**£35.15**									7*	2
46	**£33.27**	**£34.16**									6	1
45	**£32.30**	**£33.19**								10*	5	
44	**£31.37**	**£32.25**								9*	4	
43	**£30.46**	**£31.34**								8*	3	
42	**£29.57**	**£30.46**								7	2	
41	**£28.71**	**£29.60**								6	1	
40	**£27.88**	**£28.77**								5		
39	**£27.07**	**£27.96**								4		
38	**£26.29**	**£27.17**							11*	3		
37	**£25.54**	**£26.42**							10*	2		
36	**£24.79**	**£25.68**							9*	1		
35	**£24.09**	**£24.97**							8			
34	**£23.41**	**£24.29**							7			
33	**£22.74**	**£23.63**						10*	6			
32	**£22.10**	**£22.99**						9*	5			
31	**£21.48**	**£22.37**						8*	4			
30	**£20.87**	**£21.76**						7	3			
29	**£20.84**	**£21.75**					10*	6	2			
28	**£20.26**	**£21.17**					9*	5	1			
27	**£19.69**	**£20.60**					8*	4				
26	**£19.14**	**£20.05**					7	3				
25	**£18.60**	**£19.51**					6	2				
24	**£18.25**	**£19.16**					5	1				
23	**£17.74**	**£18.65**				9*	4					
22	**£17.24**	**£18.15**				8*	3					
21	**£16.79**	**£17.70**				7*	2					
20	**£16.33**	**£17.24**				6	1					
19	**£15.90**	**£16.81**				5						
18	**£15.47**	**£16.38**			9*	4						
17	**£15.06**	**£15.98**			8*	3						
16	**£14.68**	**£15.59**			7*	2						
15	**£14.35**	**£15.26**		11*	6	1						
14	**£14.02**	**£14.93**		10*	5							
13	**£13.87**	**£14.78**		9	4							
12	**£13.57**	**£14.48**		8								
11	**£13.27**	**£14.18**	7	7								
10	**£13.15**	**£14.06**	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: Casual Point 10 is the Oxford Living Wage point and not equivalent to a national spine point.

Researcher salary and grading structure with effect from 1 August 2026

Based on national 51 point pay spine.

National Pay Spine							
Pay spine step	**Base salary**	**Salary with Oxford University Weighting (OUW)**	**Research Grade 6**	**Research Grade 7**	**Research Grade 8**	**Research Grade 9**	**Research Grade 10**
56	£84,592	£86,322					**10***
55	£82,136	£83,866					**9***
54	£79,752	£81,482					**8***
53	£77,433	£79,163					**7***
52	£75,183	£76,913					**6**
51	£72,997	£74,727				**10***	**5**
50	£70,878	£72,608				**9***	**4**
49	£68,817	£70,547				**8***	**3**
48	£66,819	£68,549				**7***	**2**
47	£64,878	£66,608			**11***	**6**	**1**
46	£62,994	£64,724			**10***	**5**	
45	£61,165	£62,895			**9***	**4**	
44	£59,390	£61,120			**8***	**3**	
43	£57,666	£59,396			**7**	**2**	
42	£55,991	£57,721			**6**	**1**	
41	£54,367	£56,097			**5**		
40	£52,788	£54,518		**12***	**4**		
39	£51,258	£52,988		**11***	**3**		
38	£49,798	£51,528		**10***	**2**		
37	£48,337	£50,067		**9***	**1**		
36	£46,970	£48,700		**8**			
35	£45,641	£47,371	**11***	**7**			
34	£44,352	£46,082	**10***	**6**			
33	£43,099	£44,829	**9***	**5**			
32	£41,885	£43,615	**8***	**4**			
31	£40,704	£42,434	**7**	**3**			
30	£39,560	£41,290	**6**	**2**			
29	£38,448	£40,178	**5**	**1**			
28	£37,369	£39,099	**4**				
27	£36,320	£38,050	**3**				
26	£35,302	£37,032	**2**				
25	£34,630	£36,360	**1**				

Note 1: * Discretionary point

Note 2: 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 3: 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 your salary may be increased or may remain unchanged. The University is under no obligation to increase the OUW following a review.

Associate Professor salary and grading structures with effect from 1 August 2026

Based on national 51 point pay spine

Associate Professor Grade 10a (applies to grades 30S, 36S, 38S, 39Q)

Pay spine step	Base salary	Salary with Oxford University Weighting (OUW)	Grade 10a
53	£77,433	£79,163	**11**
52	£75,183	£76,913	**10**
51	£72,997	£74,727	**9**
50	£70,878	£72,608	**8**
49	£68,817	£70,547	**7**
48	£66,819	£68,549	**6**
47	£64,878	£66,608	**5**
46	£62,994	£64,724	**4**
45	£61,165	£62,895	**3**
44	£59,390	£61,120	**2**
43	£57,666	£59,396	**1**

Note 1: Grade 10a shows the model combined University and college stipend for holders of joint appointments.

Note 2: 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.

Scale point	Pay spine step for joint salary	Associate Professor			Associate Professor			Associate Professor			Associate Professor
		Grade 10a Tutorial Fellowship (University) (30S)			Grade 10a Tutorial Fellowship (College) (39Q)			Grade 10a Tutorial Fellowship (Faculty) (38S)			Grade 10a Without Tutorial Fellowship (36S)
		University salary (83.87%)	Notional college contribution	Model combined annual salary	University salary (39.76%)	Notional college contribution	Model combined annual salary	University salary (50%)	Notional college contribution	Model combined annual salary	University salary (without OUW)
11	53	£64,943	£12,490	£77,433	£30,787	£46,646	£77,433	£38,717	£38,716	£77,433	£77,433
10	52	£63,056	£12,127	£75,183	£29,893	£45,290	£75,183	£37,592	£37,591	£75,183	£75,183
9	51	£61,223	£11,774	£72,997	£29,024	£43,973	£72,997	£36,499	£36,498	£72,997	£72,997
8	50	£59,445	£11,433	£70,878	£28,181	£42,697	£70,878	£35,439	£35,439	£70,878	£70,878
7	49	£57,717	£11,100	£68,817	£27,362	£41,455	£68,817	£34,409	£34,408	£68,817	£68,817
6	48	£56,041	£10,778	£66,819	£26,567	£40,252	£66,819	£33,410	£33,409	£66,819	£66,819
5	47	£54,413	£10,465	£64,878	£25,795	£39,083	£64,878	£32,439	£32,439	£64,878	£64,878
4	46	£52,833	£10,161	£62,994	£25,046	£37,948	£62,994	£31,497	£31,497	£62,994	£62,994
3	45	£51,299	£9,866	£61,165	£24,319	£36,846	£61,165	£30,583	£30,582	£61,165	£61,165
2	44	£49,810	£9,580	£59,390	£23,613	£35,777	£59,390	£29,695	£29,695	£59,390	£59,390
1	43	£48,364	£9,302	£57,666	£22,928	£34,738	£57,666	£28,833	£28,833	£57,666	£57,666

Note 2: For an Associate Professor without Tutorial Fellowship in the new scheme the University salary is equivalent to the model combined salary for Associate Professors with Tutorial Fellowship (all kinds).

Note 3: Payroll grades are shown in parentheses e.g. (30S)

		University salary with Oxford University Weighting (OUW)			
Scale point	Pay spine step	Grade 10a Tutorial	Grade 10a	Grade 10a	Grade 10a
11	53	£66,394	£31,475	£39,582	£79,163
10	52	£64,507	£30,581	£38,457	£76,913
9	51	£62,674	£29,711	£37,364	£74,727
8	50	£60,896	£28,869	£36,304	£72,608
7	49	£59,168	£28,049	£35,274	£70,547
6	48	£57,492	£27,255	£34,275	£68,549
5	47	£55,864	£26,483	£33,304	£66,608
4	46	£54,284	£25,734	£32,362	£64,724
3	45	£52,750	£25,007	£31,448	£62,895
2	44	£51,261	£24,301	£30,560	£61,120
1	43	£49,815	£23,616	£29,698	£59,396

Note 4: The table presents the University salary with Oxford University Weigthing (OUW)

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 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 your salary may be increased or may remain unchanged. The University is under no obligation to increase the OUW following a review.

Academic rates and allowances outside the main salary and grading structure

Salaries with effect from **01 August 2026**

Professor Grade A20		
01 August 2025 base salary	**01 August 2026 uplift**	**Stipend with Oxford University Weighting (OUW)**
£80,354	£81,961	£83,691

Note 1: Base salary (Stipend) 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 2: 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 your salary may be increased or may remain unchanged. The University is under no obligation to increase the OUW following a review.

Head of department allowance		
	01 August 2025	**01 August 2026**
Schedule I	£27,104	£27,646
Schedule IIa	£24,961	£25,460
Schedule II	£23,040	£23,501
Schedule III	£18,402	£18,770
Schedule IV	£12,199	£12,443
Schedule V	£9,217	£9,401

Professorial Merit Pay			
01 August 2025	**01 August 2026**	**PMP band**	**PMP level**
£95,277	£97,183	Band C	12
£86,294	£88,020		11
£77,311	£78,857		10
£72,859	£74,316		9
£68,543	£69,914		8
£63,972	£65,251		7
£59,981	£61,181		6
£55,680	£56,794		5
£51,408	£52,436		4
£46,795	£47,731		3
£42,760	£43,615		2
£38,503	£39,273		1
£34,276	£34,962	Band B	5
£30,209	£30,813		4
£25,707	£26,221		3
£21,323	£21,749		2
£17,134	£17,477		1
£14,215	£14,499	Band A	4
£11,428	£11,657		3
£7,700	£7,854		2
£4,176	£4,260		1

Associate Professor with Title Allowance		
	01 August 2025	**01 August 2026**
Allowance	£3,199	£3,263

Oxford University Weighting	
	01 August 2026
Allowance	£1,730

Buy-out rates		
01 August 2025	**01 August 2026**	**Effective Date**
£7,440	£7,589	01-Aug-2026
£3,723	£3,797	01-Aug-2026
£2,761	£2,816	01-Aug-2026
£919	£937	01-Aug-2026

Note 3: These rates assume that a full buy-out of an associate professor where the college is the main employer is a 12-hour one. If a full buy-out is less, consult the Chairman or Secretary of the Estates Bursars' Committee over the appropriate rate.

Notes:

August 2026 Changes

Pay award

UCEA has confirmed a non-clinical pay award of 2%. The uplift applies to base salary.

Pay spine changes

The Oxford Living Wage increase in April 2026 raised hourly rates at the lowest three points of the August 2025 pay spine. Further adjustements have now been made at the lower end of the pay spine to implement the national pay award 2026/2027. National pay spine point 10 (Casual Pay Spine Point 9) has been removed from the pay spine and a new Oxford Living Wage point was created instead of pay spine point 11 (Casual Pay Spine Point 10). These changes required the following restructuring to grade 1-2 and the apprentice grade:

Grade 1: Point 1.6 has been moved to the new Oxford Living Wage point. Point 1.7 has been moved to national pay spine point 13 (Casual Pay Spine Point 12). Point 1.7 will be non-discretionary with effect from October 2026.

Grade 2: Point 2.6 has been removed. Point 2.9 will be non-discretionary with effect from October 2026.

Apprentice grade: Point 1** has been removed.

Oxford University Weighting

In 2026 the Oxford University Weighting remains unchanged at £1,730.

The weighting is applicable to non-clinical staff on the University Terms & Conditions and senior staff above Grade 10 (ALC6 and RSIV).

Exclusions

Departments and divisions are reminded that this award does not automatically apply to staff paid on off-scale salary points, i.e. grade codes ending in 90. These scales are not available for new appointments. Where contractually departments or divisions are required to apply an uplift, they should action this. If advice is required, departments should contact their HR Business Partner in University HR.

Closed grades

Details of any pay scales associated with grades no longer open to new appointments are available from hr.reporting@admin.ox.ac.uk.

Market pay

Market pay supplements do not increase automatically with the pay award. Supplements are reviewed annually and departments will be informed about the outcome of the annual market pay review seperately.

Allowances and supplements

In the majority of cases no action is required by departments but departments do need to amend payments which have been set up as the allowance “standby and call out pay cash” as the allowances will not be amended automatically. The flat-rate payment has increased to £335; the broadband connection payment has increased to £367. Departments should adjust these payments, as well as payments made to staff who are in receipt of an on-call and standby allowance calculated as an average of salaries.

Information on how pay awards apply to allowances can be found at:
https://unioxfordnexus.sharepoint.com/sites/OXINTRANET-working-here/SitePages/allowances-and-premiums.aspx