

Based on national 51 point pay spine excluding national points 1 to 5 and with additional points added at the top for Oxford

Pay spine step	Salary	Apprentice Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 10a
55	£67,972											9*	
54	£65,998											8*	
53	£64,080											7*	
52	£62,219											6	11
51	£60,410											5	10
50	£58,655										9*	4	9
49	£56,950										8*	3	8
48	£55,297										7*	2	7
47	£53,691										6	1	6
46	£52,132									10*	5		5
45	£50,618									9*	4		4
44	£49,149									8*	3		3
43	£47,722									7	2		2
42	£46,336									6	1		1
41	£44,992									5			
40	£43,685									4			
39	£42,418								11*	3			
38	£41,212								10*	2			
37	£39,992								9*	1			
36	£38,833								8				
35	£37,706								7				
34	£36,613							10*	6				
33	£35,550							9*	5				
32	£34,520							8*	4				
31	£33,518							7	3				
30	£32,548						10*	6	2				
29	£31,604						9*	5	1				
28	£30,688						8*	4					
27	£29,799						7	3					
26	£28,936						6	2					
25	£28,098						5	1					
24	£27,285					9*	4						
23	£26,495					8*	3						
22	£25,728					7*	2						
21	£24,983					6	1						
20	£24,285					5							
19	£23,557				9*	4							
18	£22,876				8*	3							
17	£22,214				7*	2							
16	£21,585				6	1							
15	£20,989				5								
14	£20,411			9*	4								
13	£19,850			8*	3								
12	£19,305			7*	2								
11	£18,777	4**		6	1								
10	£18,263	3**		5									
9	£17,764			4									
8	£17,326	2**		3									
7	£16,983		6*	2									
6	£16,654	1**	5	1									

Note 1: * Discretionary point

Note 2:

Grades	1 - 5
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 Support staff grades

Grades	6 - 10
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 Academic-related staff grades

Grade	10 (a)
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 Associate Professor Grades

Note 3: Grade 10a shows model combined University and college stipend for holders of joint appointments

Note 4: ** Progression is linked to the achievement of milestones

Note 5: Spine point 5 was removed wef 1 March 2018 to ensure that the University complies with the Living Wage. Spine point 5 was made non-discretionary wef 1 March 2018.