

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	£69,331											9*	
54	£67,318											8*	
53	£65,362											7*	
52	£63,463											6	11
51	£61,618											5	10
50	£59,828										9*	4	9
49	£58,089										8*	3	8
48	£56,403										7*	2	7
47	£54,765										6	1	6
46	£53,174									10*	5		5
45	£51,630									9*	4		4
44	£50,132									8*	3		3
43	£48,677									7	2		2
42	£47,263									6	1		1
41	£45,892									5			
40	£44,559									4			
39	£43,267								11*	3			
38	£42,036								10*	2			
37	£40,792								9*	1			
36	£39,609								8				
35	£38,460								7				
34	£37,345								10*	6			
33	£36,261								9*	5			
32	£35,211								8*	4			
31	£34,189								7	3			
30	£33,199						10*		6	2			
29	£32,236						9*		5	1			
28	£31,302						8*		4				
27	£30,395						7		3				
26	£29,515						6		2				
25	£28,660						5		1				
24	£27,830					9*	4						
23	£27,025					8*	3						
22	£26,243					7*	2						
21	£25,482					6	1						
20	£24,771					5							
19	£24,029				9*	4							
18	£23,334				8*	3							
17	£22,659				7*	2							
16	£22,017				6	1							
15	£21,414				5								
14	£20,836			9*	4								
13	£20,275			8*	3								
12	£19,730			7*	2								
11	£19,202	4**		6	1								
10	£18,688	3**		5									
9	£18,189			4									
8	£17,751	2**		3									
7	£17,408		6*	2									
6	£17,079	1**	5	1									

Note 1: \* Discretionary point

Note 2: **Grade** **Apprentice****Grades** **1 - 5** Support staff grades**Grades** **6 - 10** Academic-related staff grades**Grade** **10 (a)** 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 6 was made non-discretionary wef 1 March 2018.