

Based on national 51 point pay spine excluding national points 1 to 10 and with additional points added at the top for Oxford
 The bottom pay spine step is the Oxford Living Wage (OLW) point and not a national spine point, it was uplifted by 2.45% w.e.f. 1 August 2021.

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	£71,638											9*	
54	£69,558											8*	
53	£67,537											7*	
52	£65,574											6	11
51	£63,668											5	10
50	£61,818										9*	4	9
49	£60,022										8*	3	8
48	£58,279										7*	2	7
47	£56,587										6	1	6
46	£54,943									10*	5		5
45	£53,348									9*	4		4
44	£51,799									8*	3		3
43	£50,296									7	2		2
42	£48,835									6	1		1
41	£47,419									5			
40	£46,042									4			
39	£44,706								11*	3			
38	£43,434								10*	2			
37	£42,149								9*	1			
36	£40,927								8				
35	£39,739								7				
34	£38,587							10*	6				
33	£37,467							9*	5				
32	£36,382							8*	4				
31	£35,326							7	3				
30	£34,304						10*	6	2				
29	£33,309						9*	5	1				
28	£32,344						8*	4					
27	£31,406						7	3					
26	£30,497						6	2					
25	£29,614						5	1					
24	£28,756					9*	4						
23	£27,924					8*	3						
22	£27,116					7*	2						
21	£26,341					6	1						
20	£25,627					5							
19	£24,871				9*	4							
18	£24,174				8*	3							
17	£23,487				7*	2							
16	£22,847				6	1							
15	£22,254				5								
14	£21,686			9*	4								
13	£21,135			8*	3								
12	£20,600			7*	2								
11	£20,092	4**		6	1								
OLW	£20,047	1,2 & 3**	6	5									

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