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

Casual pay spine point	National Pay Spine Hourly rate	Hourly rate including Oxford University Weighting	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
54	**£41.29**	**£42.18**										9*
53	**£40.10**	**£40.98**										8*
52	**£38.93**	**£39.82**										7*
51	**£37.80**	**£38.69**										6
50	**£36.70**	**£37.59**										5
49	**£35.63**	**£36.52**									9*	4
48	**£34.60**	**£35.49**									8*	3
47	**£33.59**	**£34.48**									7*	2
46	**£32.62**	**£33.51**									6	1
45	**£31.67**	**£32.56**								10*	5	
44	**£30.75**	**£31.64**								9*	4	
43	**£29.86**	**£30.75**								8*	3	
42	**£28.99**	**£29.88**								7	2	
41	**£28.15**	**£29.04**								6	1	
40	**£27.33**	**£28.22**								5		
39	**£26.54**	**£27.43**								4		
38	**£25.77**	**£26.66**							11*	3		
37	**£25.04**	**£25.92**							10*	2		
36	**£24.30**	**£25.19**							9*	1		
35	**£23.61**	**£24.50**							8			
34	**£22.95**	**£23.83**							7			
33	**£22.30**	**£23.19**						10*	6			
32	**£21.67**	**£22.56**						9*	5			
31	**£21.06**	**£21.95**						8*	4			
30	**£20.46**	**£21.35**						7	3			
29	**£20.43**	**£21.35**					10*	6	2			
28	**£19.86**	**£20.77**					9*	5	1			
27	**£19.30**	**£20.21**					8*	4				
26	**£18.76**	**£19.67**					7	3				
25	**£18.23**	**£19.15**					6	2				
24	**£17.89**	**£18.80**					5	1				
23	**£17.39**	**£18.30**				9*	4					
22	**£16.90**	**£17.81**				8*	3					
21	**£16.46**	**£17.37**				7*	2					
20	**£16.01**	**£16.92**				6	1					
19	**£15.59**	**£16.50**				5						
18	**£15.16**	**£16.07**			9*	4						
17	**£14.77**	**£15.68**			8*	3						
16	**£14.39**	**£15.31**			7*	2						
15	**£14.07**	**£14.98**		11*	6	1						
14	**£13.75**	**£14.66**		10*	5							
13	**£13.60**	**£14.51**		9*	4							
12	**£13.30**	**£14.21**		8								
OLW Top Up (11)	**£13.01**	**£14.06**		7								
OLW Top Up (10)	**£13.01**	**£14.06**	7*	6								
OLW Top Up (9)	**£13.01**	**£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), **with the temporary exception as of 1 April 2026 for staff affected by the Oxford Living Wage (see note 5 below).**

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: With effect from 1 April 2026 the Oxford Living Wage rate is rising from £13.16 to £14.06 per hour. The increase will be applied by uplifting the relevant pay spine hourly rates and the Oxford University Weighting for affected spine points.

Pay spine step	Pay spine hourly rate	Previous pay spine hourly rate (1 August 2025)	Hourly OUW	Previous hourly OUW (1 August 2025)	Hourly rate including OUW	Previous hourly rate including OUW (1 August 2025)	Percentage increase in hourly rate including OUW
OLW Top Up (11)	£13.01	£13.01	£1.05	£0.91	£14.06	£13.92	1.0%
OLW Top Up (10)	£13.01	£12.76	£1.05	£0.91	£14.06	£13.67	2.9%
OLW Top Up (9)	£13.01	£12.73	£1.05	£0.91	£14.06	£13.64	3.1%

This is an interim uplift and it is separate from any future pay changes, which will be determined following the outcome of the national pay negotiations. Staff who receive this interim uplift may be affected by the outcome of the national negotiations, which will determine whether any further pay changes are needed. Further information will be communicated.