

Main Salary and grading structure with effect from 1 April 2026.

Based on national 51 point pay spine.

National Pay Spine		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	£82,933	£84,663																10*	
55	£80,525	£82,255															9*	9*	
54	£78,188	£79,918															8*	8*	
53	£75,915	£77,645															7*	7*	
52	£73,709	£75,439															6	6	
51	£71,566	£73,296														10*	5	5	
50	£69,488	£71,218													9*	9*	4	4	
49	£67,468	£69,198													8*	8*	3	3	
48	£65,509	£67,239													7*	7*	2	2	
47	£63,606	£65,336														6	6	1	1
46	£61,759	£63,489											10*	11*	5	5			
45	£59,966	£61,696											9*	9*	4	4			
44	£58,225	£59,955											8*	8*	3	3			
43	£56,535	£58,265											7	7	2	2			
42	£54,893	£56,623											6	6	1	1			
41	£53,301	£55,031											5	5					
40	£51,763	£53,483										12*	4	4					
39	£50,253	£51,983									11*	11*	3	3					
38	£48,822	£50,552									10*	10*	2	2					
37	£47,389	£49,119									9*	9*	1	1					
36	£46,049	£47,779									8	8							
35	£44,746	£46,476								11*	7	7							
34	£43,482	£45,212								10*	10*	6	6						
33	£42,254	£43,984								9*	9*	5	5						
32	£41,064	£42,794								8*	8*	4	4						
31	£39,906	£41,636								7	7	3	3						
30	£38,784	£40,514								10*	6	6	2	2					
29	£37,694	£39,424								9*	5	5	1	1					
28	£36,636	£38,366								8*	4	4							
27	£35,608	£37,338								7	3	3							
26	£34,610	£36,340								6	2	2							
25	£33,651	£35,381								5	1	1							
24	£33,002	£34,732								9*	4								
23	£32,080	£33,810								8*	3								
22	£31,236	£32,966								7*	2								
21	£30,378	£32,108								6	1								
20	£29,588	£31,318								5									
19	£28,778	£30,508								9*	4								
18	£28,031	£29,761								8*	3								
17	£27,319	£29,049								7*	2								
16	£26,707	£28,437	7**							6	1								
15	£26,093	£27,823	6**							11*									
14	£25,804	£27,534	5**							10*									
13	£25,249	£26,979	4**							9*									
OLW Top Up (12)	£24,956	£26,686	3**							8									
OLW Top Up (11)	£24,956	£26,686	2**	7*						7									
OLW Top Up (Local Point)	£24,956	£26,686	1**	6						6									

Note 1: * Discretionary point

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), with the temporary exception as of 1 April 2026 for staff affected by the Oxford Living Wage (see note 6 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 your salary may be increased or may remain unchanged. The University is under no obligation to increase the OUW following a review.

Note 6: With effect from 1 April 2026 the Oxford Living Wage rate is rising from £24,978 to £26,686 per annum. The increase will be applied by uplifting the relevant pay spine rates and the Oxford University Weighting for affected spine points.

Pay spine step	Base salary	Previous Base salary (1 August 2025)	Oxford University Weighting (OUW)	Previous OUW (1 August 2025)	Salary including OUW	Previous salary including OUW (1 August 2025)	Percentage increase in salary including OUW
OLW Top Up (12)	£24,696	£24,686	£1,990	£1,730	£26,686	£26,415	1.0%
OLW Top Up (11)	£24,696	£24,215	£1,990	£1,730	£26,686	£25,945	2.9%
OLW Top Up (Local Point)	£24,696	£24,165	£1,990	£1,730	£26,686	£25,895	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.