

August 2025 Changes

UCEA has confirmed a non-clinical pay award of 1.4%. In addition to the national pay award, University Council also decided to both increase the Oxford University Weighting and extend it to all non-clinical staff.

Oxford University Weighting

With effect from 1 August 2025, the Oxford University weighting of £1,500 has been increased to £1,730. The weighting is applicable to non-clinical staff.

The weighting is applied to salaries for pay spine points 11-56.

ALC6 and RSIV

Staff on individual salaries in these grades will receive an increase in base salary of 1.4% and an Oxford University Weighting allowance of £1,730 (pro-rata for part-time staff)

Exclusions

Departments and divisions are reminded that this award does not automatically apply to staff paid on off-scale salary points ie grade codes ending in 90. These scales are not available for new appointments. Where contractually Departments or divisions are required to apply an uplift, they should action this. If advice is required, departments should contact their HR Business Partner in University HR.

Closed grades

Details of any pay scales associated with grades no longer open to new appointments are available from hr.reporting@admin.ox.ac.uk.

Allowances and supplements

In the majority of cases no action is required by departments but departments do need to amend payments which have been set up as the allowance “standby and call out pay cash” as the allowances will not be amended automatically. The flat-rate payment has increased to £328; the broadband connection payment has increased to £360. Departments should adjust these payments, as well as payments made to staff who are in receipt of an

Market pay

Market pay supplements do not increase automatically with the pay award. Where applicable, departments will be informed separately about the outcome of the annual market pay review.

Information on how pay awards apply to allowances can be found at:

<https://hr.web.ox.ac.uk/allowances-and-premiums>

Based on national 51 point pay spine.

National Pay Spine		Salary with Oxford University Weighting (OUW)	Apprentice Grade	Standard Grade		Standard Grade		Standard Grade		Standard Grade		Research Grade		Standard Grade		Research Grade		Standard Grade		
Pay spine step	Base salary			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
56	£82,933	£84,663																		10*
55	£80,525	£82,255																		9*
54	£78,188	£79,918																		8*
53	£75,915	£77,645																		7*
52	£73,709	£75,439																		6
51	£71,566	£73,296																		5
50	£69,488	£71,218																		4
49	£67,468	£69,198																		3
48	£65,509	£67,239																		2
47	£63,606	£65,336																		1
46	£61,759	£63,489																		
45	£59,966	£61,696																		
44	£58,225	£59,955																		
43	£56,535	£58,265																		
42	£54,893	£56,623																		
41	£53,301	£55,031																		
40	£51,753	£53,483																		
39	£50,253	£51,983																		
38	£48,822	£50,552																		
37	£47,389	£49,119																		
36	£46,049	£47,779																		
35	£44,746	£46,476																		
34	£43,482	£45,212																		
33	£42,254	£43,984																		
32	£41,064	£42,794																		
31	£39,906	£41,636																		
30	£38,784	£40,514																		
29	£37,694	£39,424																		
28	£36,636	£38,366																		
27	£35,608	£37,338																		
26	£34,610	£36,340																		
25	£33,951	£35,681																		
24	£33,002	£34,732																		
23	£32,080	£33,810																		
22	£31,236	£32,966																		
21	£30,378	£32,108																		
20	£29,588	£31,318																		
19	£28,778	£30,508																		
18	£28,031	£29,761																		
17	£27,319	£29,049																		
16	£26,707	£28,437	7**					11*	6	1										
15	£26,093	£27,823	6**					10*	5											
14	£25,804	£27,534	5**					9*	4											
13	£25,249	£26,979	4**					8												
12	£24,685	£26,415	3**					7												
11	£24,215	£25,945	2**	7*	6															
Local Point	£24,165	£25,895	1**	6																

Note 1: * Discretionary point

Note 2:

Grade	
Grades	1 - 5
Grades	6 - 10

 Support staff grades
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).

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.

Casual pay spine: table of hourly rates with effect from 1 August 2025

Casual pay spine point	National Pay Spine Hourly rate	Hourly rate including Oxford University Weighting											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											4
48	£34.60	£35.49											3
47	£33.59	£34.48											2
46	£32.62	£33.51											1
45	£31.67	£32.56											5
44	£30.75	£31.64											4
43	£29.86	£30.75											3
42	£28.99	£29.88											2
41	£28.15	£29.04											1
40	£27.33	£28.22											
39	£26.54	£27.43											
38	£25.77	£26.66											
37	£25.04	£25.92											
36	£24.30	£25.19											
35	£23.61	£24.50											
34	£22.95	£23.83											
33	£22.30	£23.19											
32	£21.67	£22.56											
31	£21.06	£21.95											
30	£20.46	£21.35											
29	£20.43	£21.35											
28	£19.86	£20.77											
27	£19.30	£20.21											
26	£18.76	£19.67											
25	£18.23	£19.15											
24	£17.89	£18.80											
23	£17.39	£18.30											
22	£16.90	£17.81											
21	£16.46	£17.37											
20	£16.01	£16.92											
19	£15.59	£16.50											
18	£15.16	£16.07											
17	£14.77	£15.68											
16	£14.39	£15.31											
15	£14.07	£14.98											
14	£13.75	£14.66											
13	£13.60	£14.51											
12	£13.30	£14.21											
11	£13.01	£13.92											
10	£12.76	£13.67	Grade 1	7*	6								
9	£12.73	£13.64											

Note1: 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>

Note3: 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).

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.

Researcher salary and grading structure with effect from 1 August 2025.

Based on national 51 point pay spine.

National Pay Spine							
Pay spine step	Base salary	Salary with Oxford University Weighting (OUW)	Research Grade 6	Research Grade 7	Research Grade 8	Research Grade 9	Research Grade 10
56	£82,933	£84,663					10*
55	£80,525	£82,255					9*
54	£78,188	£79,918					8*
53	£75,915	£77,645					7*
52	£73,709	£75,439					6
51	£71,566	£73,296				10*	5
50	£69,488	£71,218				9*	4
49	£67,468	£69,198				8*	3
48	£65,509	£67,239				7*	2
47	£63,606	£65,336			11*	6	1
46	£61,759	£63,489			10*	5	
45	£59,966	£61,696			9*	4	
44	£58,225	£59,955			8*	3	
43	£56,535	£58,265			7	2	
42	£54,893	£56,623			6	1	
41	£53,301	£55,031			5		
40	£51,753	£53,483		12*	4		
39	£50,253	£51,983		11*	3		
38	£48,822	£50,552		10*	2		
37	£47,389	£49,119		9*	1		
36	£46,049	£47,779		8			
35	£44,746	£46,476	11*	7			
34	£43,482	£45,212	10*	6			
33	£42,254	£43,984	9*	5			
32	£41,064	£42,794	8*	4			
31	£39,906	£41,636	7	3			
30	£38,784	£40,514	6	2			
29	£37,694	£39,424	5	1			
28	£36,636	£38,366	4				
27	£35,608	£37,338	3				
26	£34,610	£36,340	2				
25	£33,951	£35,681	1				

Note 1: * Discretionary point

Note 2: Base salary is based on the nationally negotiated pay spine which is subject to any general increases

Note 3: 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).

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.

Based on national 51 point pay spine

Associate Professor Grade 10a (applies to grades 30S, 36S, 38S, 39Q)

Pay spine step	Base salary	Grade 10a
53	£75,915	11
52	£73,709	10
51	£71,566	9
50	£69,488	8
49	£67,468	7
48	£65,509	6
47	£63,606	5
46	£61,759	4
45	£59,966	3
44	£58,225	2
43	£56,535	1

Note 1: Grade 10a shows model combined University and college stipend for holders of joint appointments.

Scale point	Pay spine step for joint salary	Associate Professor			Associate Professor			Associate Professor			Associate Professor	
		Grade 10a Tutorial Fellowship (University) (30S)			Grade 10a Tutorial Fellowship (College) (39Q)			Grade 10a Tutorial Fellowship (Faculty) (38S)			Grade 10a Without Tutorial Fellowship (36S)	
		University salary	Notional college contribution	Combined annual salary	University salary	Notional college contribution	Combined annual salary	University salary	Notional college contribution	Combined annual salary	University salary	
11	53	£63,670	£12,245	£75,915	£30,184	£45,731	£75,915	£37,958	£37,957	£75,915	£75,915	
10	52	£61,820	£11,889	£73,709	£29,307	£44,402	£73,709	£36,855	£36,854	£73,709	£73,709	
9	51	£60,022	£11,544	£71,566	£28,455	£43,111	£71,566	£35,783	£35,783	£71,566	£71,566	
8	50	£58,280	£11,208	£69,488	£27,628	£41,860	£69,488	£34,744	£34,744	£69,488	£69,488	
7	49	£56,585	£10,883	£67,468	£26,825	£40,643	£67,468	£33,734	£33,734	£67,468	£67,468	
6	48	£54,942	£10,567	£65,509	£26,046	£39,463	£65,509	£32,755	£32,754	£65,509	£65,509	
5	47	£53,346	£10,260	£63,606	£25,290	£38,316	£63,606	£31,803	£31,803	£63,606	£63,606	
4	46	£51,797	£9,962	£61,759	£24,555	£37,204	£61,759	£30,880	£30,879	£61,759	£61,759	
3	45	£50,293	£9,673	£59,966	£23,842	£36,124	£59,966	£29,983	£29,983	£59,966	£59,966	
2	44	£48,833	£9,392	£58,225	£23,150	£35,075	£58,225	£29,113	£29,112	£58,225	£58,225	
1	43	£47,416	£9,119	£56,535	£22,478	£34,057	£56,535	£28,268	£28,267	£56,535	£56,535	

Note 2: For an Associate Professor without Tutorial Fellowship in the new scheme the University salary is equivalent to the model combined salary for Associate Professors with Tutorial Fellowship (all kinds).

Note 3: Payroll grades are shown in parentheses e.g. (30S)

		University salary with Oxford University Weighting (OUW)				
Scale point	Pay spine step for joint salary	Grade 10a Tutorial Fellowship (30S)	Grade 10a Tutorial Fellowship (College) (39Q)	Grade 10a Tutorial Fellowship (Faculty) (38S)	Grade 10a Without Tutorial Fellowship (36S)	Grade 10a Without Tutorial Fellowship (36S)
11	53	£65,121	£30,872	£38,823	£77,645	£77,645
10	52	£63,271	£29,995	£37,720	£75,439	£75,439
9	51	£61,473	£29,142	£36,648	£73,296	£73,296
8	50	£59,731	£28,316	£35,609	£71,218	£71,218
7	49	£58,036	£27,513	£34,599	£69,198	£69,198
6	48	£56,393	£26,734	£33,620	£67,239	£67,239
5	47	£54,797	£25,978	£32,668	£65,336	£65,336
4	46	£53,248	£25,243	£31,745	£63,489	£63,489
3	45	£51,744	£24,530	£30,848	£61,696	£61,696
2	44	£50,284	£23,838	£29,978	£59,955	£59,955
1	43	£48,867	£23,166	£29,133	£58,265	£58,265

Note 4: The table presents the University salary with Oxford University Weighting (OUW)

Note 5: 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

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). For colleagues with joint appointments, the University will pay its proper weighting.

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 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.

Academic rates and allowances outside the main salary and grading structure

Salaries with effect from

01 August 2025

Professor Grade A20		
01 August 2024	1 August 2025 uplift	Stipend with Oxford University Weighting (OUW)
£79,245	£80,354	£82,084

Note 1: Base salary (Stipend) 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

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).

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.

	01 August 2024	01 August 2025
Schedule I	£26,730	£27,104
Schedule IIa	£24,616	£24,961
Schedule II	£22,722	£23,040
Schedule III	£18,148	£18,402
Schedule IV	£12,031	£12,199
Schedule V	£9,090	£9,217

Professorial Merit Pay			
01 August 2024	01 August 2025	PMP band	PMP level
£93,962	£95,277	Band C	12
£85,103	£86,294		11
£76,244	£77,311		10
£71,853	£72,859		9
£67,597	£68,543		8
£63,089	£63,972		7
£59,153	£59,981		6
£54,911	£55,680		5
£50,698	£51,408		4
£46,149	£46,795		3
£42,170	£42,760		2
£37,971	£38,503		1
£33,803	£34,276	Band B	5
£29,792	£30,209		4
£25,352	£25,707		3
£21,029	£21,323		2
£16,897	£17,134	Band A	1
£14,019	£14,215		4
£11,270	£11,428		3
£7,594	£7,700		2
£4,118	£4,176		1

Associate Professor with Title Allowance		
	01 August 2024	01 August 2025
Allowance	£3,155	£3,199

Oxford University Weighting	
	01 August 2025
Allowance	£1,780

Buy-out rates		
01-Aug-2024	01-Aug-2025	Effective Date
£7,337	£7,440	01-Aug-2025
£3,672	£3,723	01-Aug-2025
£2,723	£2,761	01-Aug-2025
£906	£919	01-Aug-2025

Note 2: These rates assume that a full buy-out of an associate professor where the college is the main employer is a 12-hour one. If a full buy-out is less, consult the Chairman or Secretary of the Estates Bursars' Committee over the appropriate rate.