

Notes:



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 of an on-call and standby allowance calculated as an average of salaries.

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>

Main 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)	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												11*	6	6	1	1
46	£61,759	£63,489											10*	10*	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	£51,753	£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	£33,951	£35,681						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**		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:

Note 2:

Note 3:

Note 4:

Note 5:

* Discretionary point

Grade				Apprentice
Grades				1 - 5
Grades				6 - 10

Support staff grades
Academic-related

** Progression is linked to the achievement of milestones

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).
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																		
54	£41.29	£42.18																		
53	£40.10	£40.98																		
52	£38.93	£39.82																		
51	£37.80	£38.69																		
50	£36.70	£37.59																		
49	£35.63	£36.52																		
48	£34.60	£35.49																		
47	£33.59	£34.48																		
46	£32.62	£33.51																		
45	£31.67	£32.56																		
44	£30.75	£31.64																		
43	£29.86	£30.75																		
42	£28.99	£29.88																		
41	£28.15	£29.04																		
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																		
9	£12.73	£13.64																		

- 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>
- 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.
- Note 5: The value of the hourly rate including Oxford University Weighting for Casual pay spine points 29 and 30 is the same (£21.35). Although the annual rates differ (£40,514 vs. £41,636), the weekly hours used in the calculation also differ (36.5 hours for spine point 29 and 37.5 hours for spine point 30), which results in the hourly rates converging once rounded

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

Note 4: The table presents the University salary with Oxford University Weigthing (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 proror 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 intern: 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		1
£14,019	£14,215	Band A	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	£1,730

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.

Closed grades for staff remaining on old terms and conditions of employment for a protected period of time

Salaries with effect from

01 August 2025

Reader Grade A10			
Scale point	01 August 2024	01 August 2025	Salary with Oxford University Weighting (OUW)
6	£72,974	£73,996	£75,726

Associate Professor Old scheme ULNTF Grade A08 (32S)		
Scale point	01 August 2024	01 August 2025
14*	£68,529	£71,218
13*	£66,537	£69,198
12*	£64,605	£67,239
11	£62,791	£65,121
10	£60,966	£63,271
9	£59,195	£61,473
8	£57,475	£59,731
7	£55,805	£58,036
6	£54,184	£56,393
5	£52,610	£54,797
4	£51,083	£53,248
3	£49,600	£51,744
2	£48,160	£50,284
1	£46,762	£48,867

Note 1: * These points are available where additional duties are undertaken

Note 2: Payroll grade shown in parentheses

Note 3: Points 1-11 are now inclusive of the Oxford University Weighting at a rate of 83.87%, in line with the proportion of salary paid by the University

Note 4: Points 12-14 are inclusive of the Oxford University Weighting at a rate of 100%, in line with the proportion of salary paid by the University