

Based on national 51 point pay spine excluding national points 1 to 5 and with additional points added at the top for Oxford

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	£70,579											9*	
54	£68,530											8*	
53	£66,539											7*	
52	£64,605											6	11
51	£62,727											5	10
50	£60,905										9*	4	9
49	£59,135										8*	3	8
48	£57,418										7*	2	7
47	£55,750										6	1	6
46	£54,131									10*	5		5
45	£52,560									9*	4		4
44	£51,034									8*	3		3
43	£49,553									7	2		2
42	£48,114									6	1		1
41	£46,718									5			
40	£45,361									4			
39	£44,045								11*	3			
38	£42,792								10*	2			
37	£41,526								9*	1			
36	£40,322								8				
35	£39,152								7				
34	£38,017							10*	6				
33	£36,914							9*	5				
32	£35,845							8*	4				
31	£34,804							7	3				
30	£33,797						10*	6	2				
29	£32,817						9*	5	1				
28	£31,866						8*	4					
27	£30,942						7	3					
26	£30,046						6	2					
25	£29,176						5	1					
24	£28,331					9*	4						
23	£27,511					8*	3						
22	£26,715					7*	2						
21	£25,941					6	1						
20	£25,217					5							
19	£24,461				9*	4							
18	£23,754				8*	3							
17	£23,067				7*	2							
16	£22,417				6	1							
15	£21,814				5								
14	£21,236			9*	4								
13	£20,675			8*	3								
12	£20,130			7*	2								
11	£19,612	4**		6	1								
10	£19,133	3**		5									
9	£18,709			4									
8	£18,342	2**		3									
7	£18,009		6*	2									
6	£17,682	1**	5	1									

Note 1: * Discretionary point

Note 2:

Grade	Apprentice
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Grades	1 - 5	Support staff grades
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Grades	6 - 10	Academic-related staff grades
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Grade	10 (a)	Associate Professor Grades
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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

Note 5: Spine point 5 was removed wef 1 March 2018 to ensure that the University complies with the Living Wage. Spine point 6 was made non-discretionary wef 1 March 2018.