

Salary and grading structure with effect from 1 August 2023

Based on national 51 point pay spine excluding national points 1 to 10 and with additional points added at the top for Oxford
The bottom pay spine step is a local point and not a national spine point.

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	£77,476											9*	
54	£75,227											8*	
53	£73,041											7*	
52	£70,918											6	11
51	£68,857											5	10
50	£66,857										9*	4	9
49	£64,914										8*	3	8
48	£63,029										7*	2	7
47	£61,198										6	1	6
46	£59,421									10*	5		5
45	£57,696									9*	4		4
44	£56,021									8*	3		3
43	£54,395									7	2		2
42	£52,815									6	1		1
41	£51,283									5			
40	£49,794									4			
39	£48,350								11*	3			
38	£46,974								10*	2			
37	£45,585								9*	1			
36	£44,263								8				
35	£42,978								7				
34	£41,732							10*	6				
33	£40,521							9*	5				
32	£39,347							8*	4				
31	£38,205							7	3				
30	£37,099						10*	6	2				
29	£36,024						9*	5	1				
28	£34,980						8*	4					
27	£33,966						7	3					
26	£32,982						6	2					
25	£32,332						5	1					
24	£31,396					9*	4						
23	£30,487					8*	3						
22	£29,605					7*	2						
21	£28,759					6	1						
20	£27,979					5							
19	£27,181				9*	4							
18	£26,444				8*	3							
17	£25,742				7*	2							
16	£25,138	7**			6	1							
15	£24,533	6**			5								
14	£24,248	5**		9*	4								
13	£23,700	4**		8*	3								
12	£23,144	3**		7*	2								
11	£22,681	2**		6	1								
Local Point	£22,631	1**	6	5									

Note 1: * Discretionary point

Note 2: **Grade** **Apprentice**

Grades **1 - 5** Support staff grades

Grades **6 - 10** Academic-related staff grades

Grade **10 (a)** Associate Professor Grades

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

Salary and grading structure showing percent uplift with effect from 1 August 2023

The total uplift for 2022/24 is at least 5%

Pay spine step	Salary Aug 23	Percentage increase Aug-Aug	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	£77,476	5.00%											9*	
54	£75,227	5.00%											8*	
53	£73,041	5.00%											7*	
52	£70,918	5.00%											6	11
51	£68,857	5.00%											5	10
50	£66,857	5.00%										9*	4	9
49	£64,914	5.00%										8*	3	8
48	£63,029	5.00%										7*	2	7
47	£61,198	5.00%										6	1	6
46	£59,421	5.00%									10*	5		5
45	£57,696	5.00%									9*	4		4
44	£56,021	5.00%									8*	3		3
43	£54,395	5.00%									7	2		2
42	£52,815	5.00%									6	1		1
41	£51,283	5.00%									5			
40	£49,794	5.00%									4			
39	£48,350	5.00%								11*	3			
38	£46,974	5.00%								10*	2			
37	£45,585	5.00%								9*	1			
36	£44,263	5.00%								8				
35	£42,978	5.00%								7				
34	£41,732	5.00%							10*	6				
33	£40,521	5.00%							9*	5				
32	£39,347	5.00%							8*	4				
31	£38,205	5.00%							7	3				
30	£37,099	5.00%						10*	6	2				
29	£36,024	5.00%						9*	5	1				
28	£34,980	5.00%						8*	4					
27	£33,966	5.00%						7	3					
26	£32,982	5.00%						6	2					
25	£32,332	6.00%						5	1					
24	£31,396	6.00%					9*	4						
23	£30,487	6.00%					8*	3						
22	£29,605	6.00%					7*	2						
21	£28,759	6.00%					6	1						
20	£27,979	6.00%					5							
19	£27,181	6.00%				9*	4							
18	£26,444	6.00%				8*	3							
17	£25,742	6.00%				7*	2							
16	£25,138	6.00%	7**			6	1							
15	£24,533	6.00%	6**			5								
14	£24,248	7.00%	5**		9*	4								
13	£23,700	7.00%	4**		8*	3								
12	£23,144	7.00%	3**		7*	2								
11	£22,681	7.00%	2**		6	1								
Local Point	£22,631	7.00%	1**	6	5									

Note 1: * Discretionary point



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

Associate Professor Grade (10a)

Salaries with effect from 01 August 2023

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) (39S)			Grade 10a Tutorial Fellowship (Faculty) (38S)			Grade 10a Without Tutorial Fellowship (36S)
		University salary	Notional college contribution	Model combined annual salary	University salary	Notional college contribution	Model combined annual salary	University salary	Notional college contribution	Model combined annual salary	University salary
11	52	£59,479	£11,439	£70,918	£28,183	£42,735	£70,918	£35,459	£35,459	£70,918	£70,918
10	51	£57,750	£11,107	£68,857	£27,364	£41,493	£68,857	£34,429	£34,428	£68,857	£68,857
9	50	£56,073	£10,784	£66,857	£26,569	£40,288	£66,857	£33,429	£33,428	£66,857	£66,857
8	49	£54,443	£10,471	£64,914	£25,797	£39,117	£64,914	£32,457	£32,457	£64,914	£64,914
7	48	£52,862	£10,167	£63,029	£25,048	£37,981	£63,029	£31,515	£31,514	£63,029	£63,029
6	47	£51,327	£9,871	£61,198	£24,320	£36,878	£61,198	£30,599	£30,599	£61,198	£61,198
5	46	£49,836	£9,585	£59,421	£23,614	£35,807	£59,421	£29,711	£29,710	£59,421	£59,421
4	45	£48,390	£9,306	£57,696	£22,928	£34,768	£57,696	£28,848	£28,848	£57,696	£57,696
3	44	£46,985	£9,036	£56,021	£22,263	£33,758	£56,021	£28,011	£28,010	£56,021	£56,021
2	43	£45,621	£8,774	£54,395	£21,617	£32,778	£54,395	£27,198	£27,197	£54,395	£54,395
1	42	£44,296	£8,519	£52,815	£20,989	£31,826	£52,815	£26,408	£26,407	£52,815	£52,815

Note 1: Grade 10 (a) shows model combined university and college stipend for holders of joint appointments

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 parenthesis e.g. (30S)

Buy-out rates

01-Aug-2022	01-Aug-2023	Effective Date
£6,817	£7,158	01-Aug-2023
£3,411	£3,582	01-Aug-2023
£2,530	£2,657	01-Aug-2023
£842	£884	01-Aug-2023

Note 1: 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 rat

Professor	
Grade A20	
01 August 2022 £73,630	01 August 2023 £77,312

Academic allowances outside the main salary and grading structure

Salaries with effect from 01 August 2023

Head of department allowance		
	01 August 2022	01 August 2023
Schedule I	£24,836	£26,078
Schedule IIa	£22,872	£24,016
Schedule II	£21,112	£22,168
Schedule III	£16,862	£17,705
Schedule IV	£11,179	£11,738
Schedule V	£8,446	£8,868

Professorial Merit Pay			
01 August 2022	01 August 2023	PMP band	PMP level
£87,305	£91,670	Band C	12
£79,073	£83,027		11
£70,842	£74,384		10
£66,762	£70,100		9
£62,808	£65,948		8
£58,619	£61,550		7
£54,962	£57,710		6
£51,021	£53,572		5
£47,106	£49,461		4
£42,879	£45,023		3
£39,182	£41,141		2
£35,281	£37,045		1
£31,409	£32,979		Band B
£27,681	£29,065	4	
£23,556	£24,734	3	
£19,539	£20,516	2	
£15,700	£16,485	1	
£13,026	£13,677	Band A	4
£10,471	£10,995		3
£7,056	£7,409		2
£3,827	£4,018		1

Associate Professor with Title Allowance		
	01 August 2022	01 August 2023
Allowance	£2,931	£3,078

Notes:**Exclusions**

Departments and, for academic staff, 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.

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Staff on individual salaries in these grades will receive a 3% uplift with effect from 1 August 2023

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 £315; the broadband connection payment has increased to £346. Departments should adjust these payments, as well as payments made to staff who are in receipt of an on-call and standby allowance calculated as an average of salaries.

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

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

Market pay

Market pay supplements remain unchanged. Supplements are reviewed annually in Trinity Term and will be increased by up to 5% with effect from 1 August 2023

Casual Appointments

Please note that the consolidated exceptional payment for staff paid against the casual pay spine ends from 1 August 2023 and as a result rates at pay points 9-29 will slightly decrease from this date. Appointments commenced before 1 August may continue to use their current hourly rate for the duration of the assignment. All appointments commencing after 1 August should use the new casual pay spine.