

Based on national 51 point pay spine excluding national points 1 to 4 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	£66,836											9*	
54	£64,895											8*	
53	£63,009											7*	
52	£61,179											6	11
51	£59,400											5	10
50	£57,674										9*	4	9
49	£55,998										8*	3	8
48	£54,372										7*	2	7
47	£52,793										6	1	6
46	£51,260									10*	5		5
45	£49,772									9*	4		4
44	£48,327									8*	3		3
43	£46,924									7	2		2
42	£45,562									6	1		1
41	£44,240									5			
40	£42,955									4			
39	£41,709								11*	3			
38	£40,523								10*	2			
37	£39,324								9*	1			
36	£38,183								8				
35	£37,075								7				
34	£36,001							10*	6				
33	£34,956							9*	5				
32	£33,943							8*	4				
31	£32,958							7	3				
30	£32,004						10*	6	2				
29	£31,076						9*	5	1				
28	£30,175						8*	4					
27	£29,301						7	3					
26	£28,452						6	2					
25	£27,629						5	1					
24	£26,829					9*	4						
23	£26,052					8*	3						
22	£25,298					7*	2						
21	£24,565					6	1						
20	£23,879					5							
19	£23,164				9*	4							
18	£22,494				8*	3							
17	£21,843				7*	2							
16	£21,220				6	1							
15	£20,624				5								
14	£20,046			9*	4								
13	£19,485			8*	3								
12	£18,940			7*	2								
11	£18,412	4**		6	1								
10	£17,898	3**		5									
9	£17,399			4									
8	£16,961	2**		3									
7	£16,618		6*	2									
6	£16,289		5*	1									
5	£15,976	1**	4										

Note 1: * Discretionary point

Note 2:

Grades	1 - 5
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 Support staff grades

Grades	6 - 10
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 Academic-related staff grades

Grade	10 (a)
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 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