

Salary and grading structure with effect from 1 April 2026 (incorporating the 2026 Oxford Living Wage)

National Spine Point	2024-25			2025-26					SUPPORT STAFF				ACADEMIC RELATED GRADES			
	Base	Oxford Weighting	Total	Base increase	Oxford Weighting	Total	Hourly rate (39)	Hourly rate (35)	G2	G3	G4	G5	G6	G7	G8	G9
50	£68,528	£1,500	£70,028	1.40%	£1,730	£71,217	35.12	39.13								9*
49	£66,537	£1,500	£68,037	1.40%	£1,730	£69,199	34.12	38.02								8*
48	£64,605	£1,500	£66,105	1.40%	£1,730	£67,239	33.16	36.94								7*
47	£62,728	£1,500	£64,228	1.40%	£1,730	£65,336	32.22	35.90								6
46	£60,907	£1,500	£62,407	1.40%	£1,730	£63,490	31.31	34.88							10*	5
45	£59,139	£1,500	£60,639	1.40%	£1,730	£61,697	30.42	33.90							9*	4
44	£57,422	£1,500	£58,922	1.40%	£1,730	£59,956	29.56	32.94							8*	3
43	£55,755	£1,500	£57,255	1.40%	£1,730	£58,266	28.73	32.01							7	2
42	£54,137	£1,500	£55,637	1.40%	£1,730	£56,625	27.92	31.11							6	1
41	£52,566	£1,500	£54,066	1.40%	£1,730	£55,032	27.14	30.24							5	
40	£51,039	£1,500	£52,539	1.40%	£1,730	£53,484	26.37	29.39							4	
39	£49,558	£1,500	£51,058	1.40%	£1,730	£51,982	25.63	28.56						11*	3	
38	£48,149	£1,500	£49,649	1.40%	£1,730	£50,553	24.93	27.78						10*	2	
37	£46,734	£1,500	£48,234	1.40%	£1,730	£49,118	24.22	26.99						9*	1	
36	£45,412	£1,500	£46,912	1.40%	£1,730	£47,778	23.56	26.25						8		
35	£44,128	£1,500	£45,628	1.40%	£1,730	£46,476	22.92	25.54						7		
34	£42,882	£1,500	£44,382	1.40%	£1,730	£45,212	22.29	24.84					10*	6		
33	£41,671	£1,500	£43,171	1.40%	£1,730	£43,984	21.69	24.17					9*	5		
32	£40,497	£1,500	£41,997	1.40%	£1,730	£42,794	21.10	23.51					8*	4		
31	£39,355	£1,500	£40,855	1.40%	£1,730	£41,636	20.53	22.88					7	3		
30	£38,250	£1,500	£39,750	1.40%	£1,730	£40,516	19.98	22.26				10*	6	2		
29	£37,174	£1,500	£38,674	1.40%	£1,730	£39,424	19.44	21.66				9*	5	1		
28	£36,130	£1,500	£37,630	1.40%	£1,730	£38,366	18.92	21.08				8*	4			
27	£35,116	£1,500	£36,616	1.40%	£1,730	£37,338	18.41	20.52				7	3			
26	£34,132	£1,500	£35,632	1.40%	£1,730	£36,340	17.92	19.97				6	2			
25	£33,482	£1,500	£34,982	1.40%	£1,730	£35,681	17.59	19.60				5	1			
24	£32,546	£1,500	£34,046	1.40%	£1,730	£34,732	17.13	19.08			8*	4				
23	£31,637	£1,500	£33,137	1.40%	£1,730	£33,810	16.67	18.58			7*	3				
22	£30,805	£1,500	£32,305	1.40%	£1,730	£32,966	16.26	18.11			6	2				
21	£29,959	£1,500	£31,459	1.40%	£1,730	£32,108	15.83	17.64			5	1				
20	£29,179	£1,500	£30,679	1.40%	£1,730	£31,318	15.44	17.21			6	4				
19	£28,380	£1,500	£29,880	1.40%	£1,730	£30,507	15.04	16.76			5	3				
18	£27,645	£1,500	£29,145	1.40%	£1,730	£29,762	14.68	16.35			4	2				
17	£26,942	£1,500	£28,442	1.40%	£1,730	£29,049	14.32	15.96			5	3	1			
16	£26,339	£1,500	£27,839	1.40%	£1,730	£28,513	14.06	15.67			4	2				
15	£25,732	£1,500	£27,232	1.40%	£1,730	£27,822	13.72	15.29			3	1				

Real Living Wage Oct 2025

£13.45

Oxford Living Wage April 2026

£14.06

Tutorial Fellows & College Officers						
National Spine Point	2024-25	Cost of living award	Oxford Weighting	2025-26	G10	G10a
55*	£79,413	1.40%	£1,730	82,255	9*	
54*	£77,108	1.40%	£1,730	79,917	8*	
53	£74,867	1.40%	£1,730	77,645	7	11
52	£72,691	1.40%	£1,730	75,439	6	10
51	£70,578	1.40%	£1,730	73,297	5	9
50	£68,527	1.40%	£1,730	71,217	4	8
49	£66,537	1.40%	£1,730	69,198	3	7
48	£64,605	1.40%	£1,730	67,239	2	6
47	£62,728	1.40%	£1,730	65,336	1	5
46	£60,907	1.40%	£1,730	63,489		4
45	£59,138	1.40%	£1,730	61,696		3
44	£57,422	1.40%	£1,730	59,955		2
43	£55,755	1.40%	£1,730	58,265		1
42	£54,136	1.40%	£1,730	56,624		