

Payscale for Research grades - Outside London

with effect from 1 January 2024

Spine Point	Full-time annual salary August 2023	Full-time annual salary January 2024	Grade				Hourly rate	Hourly Rate plus occupational annual leave
Principal Research Fellow	£85,939	£86,939	Fixed minimum ³				£47.59	£55.95
Senior Research Fellow	£74,666	£75,666	Fixed minimum ³				£41.42	£48.69
29	£71,984	£72,984	Advanced Research Fellow				£39.95	£46.97
28	£68,871	£69,871					£38.24	£44.96
27	£65,886	£66,886					£36.61	£43.04
26	£63,021	£64,021					£35.04	£41.20
25	£60,285	£61,285					£33.54	£39.44
24	£57,655	£58,655	Research Fellow				£32.10	£37.74
23	£55,145	£56,145					£30.73	£36.13
22	£52,741	£53,741					£29.41	£34.58
21	£50,430	£51,430					£28.15	£33.10
20	£48,217	£49,217	Research Associate ²				£26.94	£31.67
19	£46,105	£47,105					£25.78	£30.31
18	£44,176	£45,176					£24.73	£29.07
17	£42,393	£43,393	PhD min ¹				£23.75	£27.92
16	£40,688	£41,688					Research Assistant	
15	£39,058	£40,058	£21.93	£25.78				
14	£37,494	£38,494	£21.07	£24.77				

Notes

¹PhD minimum: minimum level for new research staff who hold a PhD in a subject relevant to the role to be appointed to.

²Research Associates may also hold a fellowship

³Senior and Principal Research Fellows are appointed on fixed salaries. No automatic increments; any future salary increases or bonus payments are performance-related and are determined in line with College procedures.