

IMPERIAL

Payscale for Research grades - Outside London

with effect from 1 August 2025

Spine Point	Full-time annual salary August 2024	Full-time annual salary August 2025	Grade				Hourly rate
Principal Research Fellow	£89,669	£91,462	Fixed minimum ³				£50.06
Senior Research Fellow	£78,042	£79,603	Fixed minimum ³				£43.57
29	£75,276	£76,781				Advanced Research Fellow	£42.03
28	£72,065	£73,506					£40.23
27	£68,986	£70,366					£38.51
26	£66,031	£67,352					£36.86
25	£63,209	£64,474					£35.29
24	£60,497	£61,707			Research Fellow		£33.77
23	£57,908	£59,066					£32.33
22	£55,428	£56,537					£30.95
21	£53,045	£54,106		Research Associate ²			£29.61
20	£50,762	£51,778					£28.34
19	£48,584	£49,556				£27.12	
18	£46,595	£47,526				£26.01	
17	£44,756	£45,651			PhD min ¹		£24.99
16	£42,997	£43,857	Research Assistant				£24.00
15	£41,316	£42,142					£23.07
14	£39,703	£40,497					£22.17

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