

Payscale for Research grades - Outside London and remote working

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		£22.82	£26.83	
15	£39,058	£40,058			£21.93	£25.78	
14	£37,494	£38,494			£21.07	£24.77	

Notes

If 100% remote working continues beyond the end of the review period, staff requesting to continue to work in this category will be paid on the Outside London and remote working payscale, regardless of their remote working location. During the review period, where necessary, an exercise will be undertaken to consider contractual implications/pay arrangements for staff who will usually be 100% remote but who also may be required to work onsite at a College location for a pre-arranged period of time.

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.