

Payscale for Research grades - Outside London

with effect from 1 August 2023

Spine Point	Full-time annual salary (1 May - 31 July 2023)	Full-time annual salary August 2023	Grade			Hourly rate	Hourly Rate plus occupational annual leave
Principal Research Fellow	£83,786	£85,939	Fixed minimum ³			£47.04	£55.30
Senior Research Fellow	£73,101	£74,666	Fixed minimum ³			£40.87	£48.05
29	£70,558	£71,984			Advanced Research Fellow	£39.40	£46.32
28	£67,607	£68,871				£37.70	£44.32
27	£64,777	£65,886				£36.06	£42.40
26	£62,062	£63,021				£34.49	£40.55
25	£59,469	£60,285				£33.00	£38.79
24	£56,976	£57,655			Research Fellow	£31.56	£37.10
23	£54,597	£55,145				£30.18	£35.49
22	£52,317	£52,741				£28.87	£33.94
21	£50,128	£50,430				£27.60	£32.45
20	£48,030	£48,217		Research Associate ²		£26.39	£31.03
19	£46,027	£46,105			£25.24	£29.67	
18	£44,169	£44,176			£24.18	£28.43	
17	£42,388	£42,393		PhD min ¹	£23.20	£27.28	
16	£40,682	£40,688		Research Assistant	£22.27	£26.18	
15	£39,052	£39,058				£21.38	£25.13
14	£37,487	£37,494				£20.52	£24.13

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.