

IMPERIAL

Payscale for Research grades - Outside London

with effect from 1 August 2024

Spine Point	Full-time annual salary January 2024	Full-time annual salary August 2024	Grade				Hourly rate	Hourly Rate plus occupational annual leave
Principal Research Fellow	£86,939	£89,669	Fixed minimum ³				£49.08	£57.70
Senior Research Fellow	£75,666	£78,042	Fixed minimum ³				£42.72	£50.22
29	£72,984	£75,276				Advanced Research Fellow	£41.20	£48.44
28	£69,871	£72,065					£39.44	£46.37
27	£66,886	£68,986					£37.76	£44.39
26	£64,021	£66,031					£36.14	£42.49
25	£61,285	£63,209					£34.60	£40.68
24	£58,655	£60,497				Research Fellow	£33.11	£38.93
23	£56,145	£57,908					£31.70	£37.26
22	£53,741	£55,428					£30.34	£35.67
21	£51,430	£53,045					£29.03	£34.13
20	£49,217	£50,762					£27.78	£32.67
19	£47,105	£48,584			Research Associate ²	£26.59	£31.26	
18	£45,176	£46,595				£25.50	£29.98	
17	£43,393	£44,756			PhD min ¹	£24.50	£28.80	
16	£41,688	£42,997				Research Assistant	£23.53	£27.67
15	£40,058	£41,316					£22.61	£26.59
14	£38,494	£39,703					£21.73	£25.55

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.