

Sample costs for staff and students at the University of Oxford

- At Stage 1 of the application process, applicants are not required to prepare a costing; however they should refer to this list of costs when developing their research vision for the first five years of the Fellowship, to inform the scale of what will be affordable under the Fellowship.
- At Stage 2 of the application process, the applicant's host department will support them to develop a detailed costing for the initial five-year term of the Fellowship.

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Staff costs

[Official salary scales](#) for University personnel can be viewed online. Salaries for the most likely staff groups have been copied below, but applicants are recommended to check the official salary scales for the most up to date information on salary costs.

Staff below the discretionary range for the grade will automatically receive an annual pay increment and progress up the salary stages. Once at the top stage within the Grade, staff will not increment any further unless they are moved into the discretionary range due to exceptional performance. Staff appointed at or moved into the discretionary range will not automatically move up within the discretionary range.

All salaries given are per annum and for staff employed full time (i.e. 37.5 hours per week).

The Total Employer Cost is the total cost to the University of employing the staff member, including 'on costs' - the University's contribution to tax and pension. This **Total Employer Cost must be used** when considering the cost of the staff member on the Fellowship.

Fellow's Salary

The Fellows will be employees of the University of Oxford, and their salary will align with the appropriate University of Oxford pay scales for non-clinical and clinical researchers, including consultant clinicians. Fellows will usually be grade 10RS (non-clinical) or grade E82 (clinical).

Grade 10RS: Grade 10 (non-clinical) Researcher

Scale increased with effect 1 August 2025 (Applied 1 September 2025): in line with nationally agreed pay uplift. On costs are inclusive of Oxford University weighting.

Grade - Stage	Employee Salary per annum, including OU weighting	Total Employer Cost (including on costs)
10 RS - 1	£65,336	£84,187
10 RS - 2	£67,239	£86,661
10 RS - 3	£69,198	£89,208
10 RS - 4	£71,218	£91,834
10 RS - 5	£73,296	£94,534
10 RS - 6	£75,439	£97,321
Discretionary range		
10 RS - 7	£77,645	£100,189
10 RS - 8	£79,918	£103,144
10 RS - 9	£82,255	£106,181
10 RS - 10	£84,663	£109,311

Grade E82 Senior Clinical Researcher Holding New Consultant Contract

Scale increased with effect from 1 April 2025 (Applied 1 September 2025): in line with nationally agreed pay uplift.

Grade - Stage	Employee Salary per annum, including OU weighting	Total Employer Cost (including on costs)
E82 - 30	£109,725	£141,893
E82 - 40	£116,182	£150,286
E82 - 50	£119,490	£154,587
E82 - 60	£131,058	£169,625
E82 - 80	£145,478	£188,371

Salary for support staff

Fellows can ask for full salary costs for staff to support them in completing their Fellowship project. Staff members will typically be research assistants or technicians, however administrative or project management staff will also be considered.

Staff salaries can be funded in collaborating partners (within or outside the Commonwealth partner institution) where this is essential to deliver the research proposal. If you wish to take up this option, please establish an approximate cost of these salaries with your collaborating institution.

The Grade assigned to a role depends on the specific responsibilities of that role. The below is provided as a rough guide to the grade. Administrative staff grades have salaries and levels of responsibility that are broadly in line with those for research staff.

Grade	Example title	Example responsibilities
6	Research Assistant	Junior researcher contributing to projects under the direction of the Principal Investigator
7	Post-doctoral Research Assistant/Associate	More experienced researcher, usually holding a PhD and providing specialist expertise, working more independently but still under direction
8	Senior Research Assistant/Associate	More experienced researcher who is working more independently, influencing research strategy and leading significant workstreams and/or managing staff or funding

Grade 6RS: Grade 6 Researcher

Scale increased with effect 1 August 2025 (Applied 1 September 2025): in line with nationally agreed pay uplift. On costs are inclusive of Oxford University weighting.

Grade - Stage	Employee Salary per annum, including OU weighting	Total Employer Cost (including on costs)
6 RS - 1	£35,681	£45,635
6 RS - 2	£36,340	£46,492
6 RS - 3	£37,338	£47,790
6 RS - 4	£38,366	£49,126
6 RS - 5	£39,424	£50,501
6 RS - 6	£40,514	£51,919
6 RS - 7	£41,636	£53,376
Discretionary range		
6 RS - 8	£42,794	£54,882
6 RS - 9	£43,984	£56,430
6 RS - 10	£45,212	£58,026
6 RS - 11	£46,476	£59,668

Grade 7RS: Grade 7 Researcher

Scale increased with effect 1 August 2025 (Applied 1 September 2025): in line with nationally agreed pay uplift. On costs are inclusive of Oxford University weighting.

Grade - Stage	Employee Salary per annum, including OU weighting	Total Employer Cost (including on costs)
7 RS - 1	£39,424	£50,501
7 RS - 2	£40,514	£51,919
7 RS - 3	£41,636	£53,376
7 RS - 4	£42,794	£54,882
7 RS - 5	£43,984	£56,430
7 RS - 6	£45,212	£58,026
7 RS - 7	£46,476	£59,668
7 RS - 8	£47,779	£61,363
Discretionary range		
7 RS - 9	£49,119	£63,105
7 RS - 10	£50,552	£64,968
7 RS - 11	£51,983	£66,828
7 RS - 12	£53,483	£68,777

Grade 8RS: Grade 8 Researcher

Scale increased with effect 1 August 2025 (Applied 1 September 2025): in line with nationally agreed pay uplift. On costs are inclusive of Oxford University weighting.

Grade - Stage	Employee Salary per annum, including OU weighting	Total Employer Cost (including on costs)
8 RS - 1	£49,119	£63,105
8 RS - 2	£50,552	£64,968
8 RS - 3	£51,983	£66,828
8 RS - 4	£53,483	£68,777
8 RS - 5	£55,031	£70,790
8 RS - 6	£56,623	£72,859
8 RS - 7	£58,265	£74,994
Discretionary range		
8 RS - 8	£59,955	£77,191
8 RS - 9	£61,696	£79,454
8 RS - 10	£63,489	£81,785
8 RS - 11	£65,336	£84,187

Studentships

In support of the Fellowship project, fellows can request costs for up to two post-graduate (Oxford DPhil) studentships.

- DPhils in Oxford last at least three years but may be extended to four years.
- DPhils start in October (start of the University academic year) and must be planned to complete within the initial 5-year term of the Fellowship.
- Costs will include course fees, College fees and stipend (living expenses) - use the figures in the table below as an estimate of these costs.
- You are recommended to include £10,000 of other costs as a baseline to support the studentship. If there will be other significant costs for the studentship (for example consumables, animal care, computing, etc.) also include these in your cost estimate
- If a Fellow successfully applies in Year 4 to extend their Fellowship to 8 years, they may request an additional one or two studentships, provided that the timeline allows new studentships to be advertised, appointed and completed before the end of the extended Fellowship.
- If the timeframe of the Fellowship permits, including if the Fellowship is extended to 8 years, it may be possible to extend a DPhil Studentship to 4 years. In this case there are no Studentship fees to pay in Year 4, but stipend and other costs will be expected.
- In your initial project scoping and timeline, plan to define and advertise DPhil projects by the first August of your Fellowship, with projects to start one year later in October.
 - For example, for a five-year Fellowship starting in January:



Estimated costs per DPhil Studentship:

Cost type	Year 1 (2029-30)	Year 2 (2030-31)	Year 3 (2031-32)	Year 4 (2032-33)
Fees	£39,783	£41,374	£43,029	--
Stipend	£24,527	£25,508	£26,529	£27,590
Others	£10,000	£10,000	£10,000	£10,000
Total	£74,310	£76,882	£79,558	£37,590