

IGC Pay Matrix

The IGC is bound by the terms of its funding contract to ensure value for money (VfM) in all its activities. Therefore, the criteria for assessing project proposals will take into account VfM for the entire project and individual budget lines within it. Accordingly, proposals must contain **daily fee rates** that demonstrate VfM, considering **local market rates**.

The rates table below should be used as a guideline for individuals and institutions preparing project proposals for IGC funding. It provides guidance based on different categories of qualifications and experience.

Please note that the figures in the table represent the maximum allowable daily fee for each category at different experience levels. It's important to clarify that these numbers should be considered the upper limit, not the target fee rate. The selected fee must reflect the actual **daily rate** while considering local market standards rather than automatically reaching the maximum value.

In exceptional cases where the proposed fees fall outside the specified ranges for each category, a justification should be included explaining the reasons behind the proposed fee rate. Additionally, the terms and conditions of the resulting contract may require an audit of these rates to ensure VfM has been obtained.

Instructions for Using the Pay Matrix:

- **Step 1:** Locate the appropriate category under "Academic Degree/Qualification."
- **Step 2:** Cross-reference the number of years of experience applicable. Please note that the years of experience must be directly related to the position for which the fees are being proposed.

Criteria	Years of relevant experience			
	1-3	4-6	7-9	10+
Academic Degree/Qualification				
B.Sc., B.A (or equivalent)	£ 65	£ 77	£ 88	£ 100
Master's (or equivalent)	£ 120	£ 180	£ 240	£ 300
PhD student (or all but Dissertation)	£ 180	£ 220	£ 260	£ 300
Post-doctoral level	£ 260	£ 280	£ 300	£ 320
Practitioner with Exceptional Practice, Policy or Operational Experience	£ 100	£ 200	£ 300	£ 400
Assistant Professor/Lecturer	£ 260	£ 290	£ 320	£ 350
Associate Professor/ Senior Lecturer / Reader	£ 270	£ 322	£ 373	£ 425
Full Professor	£ 280	£ 353	£ 427	£ 500