

# POLICY ON FUNDING THE SALARIES OF INVESTIGATORS

## 1 Purpose

This policy sets out Cancer Research UK's (CRUK) approach to funding the salaries of non-clinical and clinical investigators involved in CRUK-funded research.

## 2 Scope

This policy applies to researchers and clinicians that act as investigators on response-mode award applications (for example, but not limited to, primers, projects, programmes, fellowships, clinical trials) submitted to, or funded by, CRUK, including their host institutions.

This policy does not apply to funding the following salaries:

- a. core funded institutes (Cancer Research UK Scotland Institute, Cancer Research UK Cambridge Institute, Cancer Research UK Manchester Institute, Francis Crick Institute)
- b. strategic appointments agreed as part of a CRUK centre or centre of excellence award, clinical trials unit, research nurses or specific appointments made relating to a strategic priority area for the charity.
- c. Investigators who are based at non-academic organisations (excluding NHS environments)
- d. Named research staff on CRUK grant applications who are not the lead, joint lead or co-investigator.

## 3 Definitions

**Investigator** is defined as:

- a. **Lead applicant** – the principal investigator with an independent scientific or research career who is leading the work.
- b. **Joint lead applicant** – an additional principal investigator who is recognised with equal status as the lead applicant; or

- c. **Co-investigator** – an individual who provides significant intellectual input to the research and who may be responsible for the day-to-day running of some of the work. For CRUK, this could include, but is not limited to, postdoctoral researchers and technology specialists providing significant intellectual input to grant writing and design and who are involved in the management of the project.

**Consultant clinician:** is defined as a clinician who has completed their specialist training and is appropriately qualified in a clinical specialism; is practising as an honorary, fixed term or substantive consultant in the UK health services; and is on the Specialist Register.

**CRUK fellowship awards:** are defined as personal fellowships tailored for key career stages, where CRUK fund the salary plus research expenses as appropriate. The fellowships protect the award-holders time to focus on their research and development commensurate with their career stage. For example, to support researchers to establish their own independent cancer research programmes and transition into scientific leadership positions.

**Response-mode awards:** investigator-led grants which include, but are not limited to, primers, projects, programmes, fellowships and clinical trials on topics within the remit of CRUK's research strategy.

## 4 Key points

### 4.1. Funding salaries of non-clinical investigators in UK academic settings

CRUK generally does not fund non-clinical investigator salaries in UK academic settings on response-mode awards except as set out in this policy and as outlined in CRUK's relevant grant application scheme guidelines.

For applicants in UK academic settings, CRUK may consider providing the salary of:

- a. one non-clinical investigator on a response-mode project or primer award if the investigator meets all these criteria:

- I. is an early- to mid-career researcher as defined by [CRUK's Fellowships Competency Framework](#), specifically the career stage headings of *Develop Independence* or *Establish Independence*.
- II. is spending the majority of their time on this project (typically 80–100% of research time).
- III. has not previously had their salary provided as an investigator on a CRUK project award (ie the investigator has not relied on this exception before for a project. This clause does not apply if your salary was provided under a primer award).
- IV. if successful, will not have an existing salary for the proposed duration of the award other than from a grant-funded position that would be relinquished.
- V. the investigator only requests the salary for the duration of the award.

or

- b. one non-clinical co-investigator (that may include individuals as outlined in 4.1a above) or other senior researcher as named research staff on a programme award, again, only for the duration of the award. In these cases, researchers will spend the majority of their time (typically 80–100% of research time) on the proposed research.

Such requests will be considered on a case-by-case basis and must be clearly linked to supporting the career of the investigator and delivery of the research. Applicants should contact the office before including such a request on a grant application.

We do not fund non-clinical investigator salaries on the following schemes or circumstances:

- c. as lead or joint leads on programme or programme foundation awards
- d. as 'buy out' or otherwise to cover academic teaching time.

## 4.2. Funding salaries of clinical investigators to undertake research in the UK

CRUK generally does not fund clinical investigator salaries on response-mode awards except as set out in this policy and as outlined in CRUK's relevant grant application scheme guidelines.

For applicants who are UK-based clinicians, CRUK will provide the relevant proportion of salary of a clinical investigator(s), as lead, joint-lead or co-investigator, on a response mode award intended to deliver a clinical study. The clinical investigator must meet all the following criteria:

- a. The clinician is:
  - I. Intending to provide intellectual input on a clinical study where the appointment is not already agreed as part of core funding for clinical trials units (as set out in Section 2 of this policy).
  - or
  - II. an NHS professional primarily working within the clinic, necessitating that their time be 'bought out' for them to be an investigator on the CRUK-funded study.
- b. There is scope for the clinical investigator(s) salary to be bought out for the duration of the award to be able to undertake the research. ie they have not already maximised their allowable potential research time.
- c. the salary is only requested for the duration of the award and is fully justified.

If the clinical investigator already holds an academic appointment and requires additional research time to be bought out, then justification will be required as to why this cannot be covered by existing arrangements with the investigators academic host institution and NHS Trust.

Such requests will be considered on a case-by-case basis and must be clearly linked to delivery of the clinical study. Applicants should contact the office before including such a request on a grant application.

Any requests for consultant clinician salaries must include the number of PAs in the

full-time basic contract. Requests for part-funded posts must be on the basis of number of PAs to be supported, not on a percentage of the full-time salary. If there are more than 10 PAs, Cancer Research UK will require justification to support up to one APA for academic work.

We do not fund clinical investigator salaries on the following schemes or circumstances:

- as lead or joint leads on programme or programme foundation awards
- will not meet the costs of NHS merit awards or on-call supplements.

### **4.3. Funding fellowship salaries in the UK**

#### **4.3.1. For non-clinical CRUK fellowship awards in UK academic settings**

CRUK will:

- a. only fund investigator salaries for specific non-clinical fellowship schemes, as per application guidelines.
- b. not fund investigator salaries on the following non-clinical fellowship schemes or circumstances:
  - Career Establishment Award
  - as 'buy out' or otherwise to cover academic teaching time.

#### **4.3.2. For CRUK clinical fellowship awards for UK-based clinicians**

CRUK will:

- a. fund investigator salaries of clinicians for specific fellowship schemes as per the application guidelines.
- b. base the salary of a consultant clinician on a contract of up to 11 programmed activities (10 PAs + 1 APA for academic work), or as set out in the scheme specific application guidelines. Any extra awards or merits on top of basic salary will not be met by CRUK.
- c. Base the pre-CCT clinician salary on the appropriate host institution/NHS pay scale commensurate with their career stage
- d. provide a salary supplement for the duration of the clinician fellowship and as per the rates in the relevant application guidelines.

#### 4.4. Funding salaries of investigators outside the UK

Host institutions outside the UK may allocate their grant funds to investigator salaries in accordance with local mechanisms, if they meet all the following criteria:

- a. it is standard practice in the international Host Institution's jurisdiction for investigator salaries to be funded from response-mode research awards.
- b. the investigator's employment contract requires a contribution to their salary to be sourced from grants held by that individual.

#### 4.5. Review

The policy is effective from September 2025. The policy will be reviewed every three years and any changes will be approved by the Grants Management Policy Board.

## 5 Support & Advice

For any queries about this policy please contact: [policies@cancer.org.uk](mailto:policies@cancer.org.uk).

## 6 Related documents

For more information, please see the following linked documents:

- [CRUK's Conditions of your grant](#)
- [CRUK's Flexible Research Careers](#)
- [Salary guidance for grants](#)

<b>Policy sponsor</b>	Dr Iain Foulkes, Executive Director of Research & Innovation, CEO Cancer Research Horizons
<b>Policy owner</b>	Dan Burkwood, Director of Research Operations & Communications
<b>Subject Matter Experts (SME)</b>	Governance and Finance Team
<b>Executive Board or Council approval required?</b>	N – Grants Management Policy Board

<b>Date of last review</b>	September 2025
<b>Next review due</b>	September 2028
<b>Superseded documents</b>	New policy combining previous CRUK policies on Salaries of Investigators and Policy on Consultant Clinician Salaries