

Guidelines for Contract Researchers Salary Scales effective 1 January 2024

		BM PSA (2%) Gross Salary 1 March 2023	BM PSA (1.5%) Gross Salary 1 October 2023	PSA (2024-26) (2.25%) 01 Jan 24	Obligatory contribution	Additional Costs - see Notes C	Budget Amount	
Column 1		Column 1	Column 1	Column 1	Column 2	Column 3	Column 4	
Researcher Salary Scales		Gross Salary/annum (€)	Gross Salary/annum (€)	Gross Salary/annum (€)	Employer's PRSI @ 11.05% (€)	Employer's Pension @20%	Annual Cost to Budget	HOW MUCH SHOULD I PAY?
Research Assistant	Point 1	29,275	30,025	31,150	3,442	6,230	40,822	Minimum of primary Degree in relevant discipline with little or no research experience.
	Point 2	30,088	30,838	31,963	3,532	6,393	41,887	
	Point 3	30,504	31,254	32,379	3,578	6,476	42,432	
	Point 4	31,354	32,104	33,229	3,672	6,646	43,546	
	Point 5	32,229	32,979	34,104	3,769	6,821	44,693	
	Point 6	33,131	33,881	35,006	3,868	7,001	45,875	
	Point 7	34,059	34,809	35,937	3,971	7,187	47,096	
	Point 8	34,679	35,429	36,554	4,039	7,311	47,904	
	Point 9	35,629	36,379	37,504	4,144	7,501	49,148	
	Point 10	36,430	37,180	38,305	4,233	7,661	50,199	
	Point 11	37,083	37,833	38,958	4,305	7,792	51,054	
	Point 12	38,105	38,855	39,980	4,418	7,996	52,394	
	Point 13	39,158	39,908	41,033	4,534	8,207	53,773	
Post-Doctorate Researcher	Point 1	42,031	42,781	43,908	4,852	8,782	57,542	Minimum of PhD
	Point 2	42,621	43,371	44,496	4,917	8,899	58,312	
	Point 3	44,572	45,322	46,447	5,132	9,289	60,869	
	Point 4	45,819	46,569	47,694	5,270	9,539	62,504	
	Point 5	47,104	47,854	48,979	5,412	9,796	64,186	
	Point 6	48,427	49,177	50,302	5,558	10,060	65,921	
Senior Post-Doctorate Researcher	Point 1	49,790	50,540	51,677	5,710	10,335	67,722	Minimum of significant post-doctoral and/or industrial research experience. Capable of independent research
	Point 2	51,193	51,961	53,130	5,871	10,626	69,626	
	Point 3	52,650	53,440	54,642	6,038	10,928	71,608	
	Point 4	54,154	54,966	56,203	6,210	11,241	73,653	
Research Fellow	Point 1	60,412	61,318	62,698	6,928	12,540	82,165	Minimum of very significant post-doctoral and/or industrial research experience. Record of post-graduate supervision, international collaboration and funding acquisition Record of research leadership and research management
	Point 2	62,164	63,096	64,516	7,129	12,903	84,548	
	Point 3	63,969	64,928	66,389	7,336	13,278	87,003	
	Point 4	65,828	66,815	68,318	7,549	13,664	89,531	
Senior Research Fellow	Point 1	73,486	74,589	76,267	8,427	15,253	99,948	Minimum of very significant post-doctoral and/or industrial research experience. Record of post-graduate supervision, international collaboration and funding acquisition Record of research leadership and research management
	Point 2	75,630	76,765	78,492	8,673	15,698	102,864	
	Point 3	76,649	77,799	79,549	8,790	15,910	104,249	
	Point 4	78,863	80,046	81,847	9,044	16,369	107,261	

HOW TO USE THE GUIDELINES

A. Decide on the level of experience you require for the research (Column 1) **In all instances the new appointee will be placed on the first point of the relevant scale.** Please ensure that you use the rates that will apply at the time of receipt of funding (see rates below).

B. Allow for Annual Salary Scale point increases.