

Guidelines for Contract Researchers Salary Scales 2007

Version 19.0 - updated 18th January 2007 to take account of NWA of 3% in December 2006, and know future NWA..

		CURRENT RATE				
		GROSS SALARY	Obligatory contribution	Additional Costs - see Notes C,1,2	Budget amount	
December 2006 rates		Column 2	Column 3	Column 4	Column 5	Column 6
Researcher Salary Scales						
		Gross Salary/ annum (€)	Employer's PRSI @ 10.75% (€)	Employer's Pension @ 20% * c.1.2 (€)	Social costs @ 5% * c.1.2 (€)	Annual cost to budget
Research Assistant LEVEL 1	Point 1	21,477	2,309	4,295	1,074	29,154
	Point 2	22,313	2,399	4,463	1,116	30,290
	Point 3	23,166	2,490	4,633	1,158	31,447
	Point 4	24,053	2,586	4,811	1,203	32,651
	Point 5	24,974	2,685	4,995	1,249	33,903
	Point 6	25,773	2,771	5,155	1,289	34,987
	Point 7	26,576	2,857	5,315	1,329	36,077
	Point 8	27,364	2,942	5,473	1,368	37,147
	Point 9	27,431	2,949	5,486	1,372	37,238
	Point 10	28,437	3,057	5,687	1,422	38,604
	Point 11	29,429	3,164	5,886	1,471	39,950
	Point 12	30,444	3,273	6,089	1,522	41,327
	Point 13	31,700	3,408	6,340	1,585	43,033
	Point 14	33,235	3,573	6,647	1,662	45,117
	Point 15	34,767	3,737	6,953	1,738	47,196
Post-Doctorate Researcher LEVEL 2	Point 1	37,866	4,071	7,573	1,893	51,403
	Point 2	39,682	4,266	7,936	1,984	53,868
	Point 3	41,530	4,464	8,306	2,076	56,376
	Point 4	43,020	4,625	8,604	2,151	58,400
	Point 5	44,510	4,785	8,902	2,226	60,423
	Point 6	46,043	4,950	9,209	2,302	62,503
	Point 7	47,598	5,117	9,520	2,380	64,614
	Point 8	49,147	5,283	9,829	2,457	66,717
	Point 9	50,701	5,450	10,140	2,535	68,826
	Point 10	52,268	5,619	10,454	2,613	70,954
	Point 11	53,700	5,773	10,740	2,685	72,898
Research Fellow LEVEL 3	Point 1	58,754	6,316	11,751	2,938	79,759
	Point 2	63,509	6,827	12,702	3,175	86,213
	Point 3	68,260	7,338	13,652	3,413	92,663
	Point 4	73,013	7,849	14,603	3,651	99,115
	Point 5	77,751	8,358	15,550	3,888	105,547
Senior Research Fellow LEVEL 4	Point 1	74,980	8,060	14,996	3,749	101,785
	Point 2	78,769	8,468	15,754	3,938	106,929
	Point 3	82,582	8,878	16,516	4,129	112,105
	Point 4	86,370	9,285	17,274	4,319	117,247
	Point 5	90,132	9,689	18,026	4,507	122,354

IMPACT OF NATIONAL WAGE AGREEMENTS UP TO 2009		
GROSS SALARY - Please see Note C below for other costs that must be included.		
June 07 Rate	March 08 Rate	Sept. 08 Rate
Gross with 2% NWA in June 07	Gross with 2.5% NWA in March 08	Gross with 2.5% NWA in Sept. 08
21,906	22,454	23,015
22,759	23,328	23,911
23,629	24,220	24,825
24,534	25,147	25,776
25,474	26,111	26,764
26,288	26,946	27,619
27,108	27,785	28,480
27,911	28,609	29,324
27,980	28,679	29,396
29,006	29,731	30,474
30,018	30,768	31,537
31,053	31,829	32,625
32,334	33,143	33,971
33,900	34,747	35,616
35,462	36,349	37,257
38,623	39,588	40,578
40,476	41,487	42,525
42,360	43,419	44,505
43,880	44,977	46,102
45,401	46,536	47,699
46,964	48,138	49,341
48,550	49,764	51,008
50,130	51,383	52,668
51,715	53,008	54,333
53,314	54,647	56,013
54,774	56,143	57,547
59,929	61,427	62,963
64,779	66,398	68,058
69,625	71,366	73,150
74,473	76,335	78,243
79,306	81,289	83,321
76,479	78,391	80,351
80,345	82,353	84,412
84,234	86,340	88,498
88,097	90,300	92,557
91,935	94,233	96,589

You are obliged under the Fixed Term Workers Act (2003) to provide Pension and Social Costs for temporary and contract staff. Please include an additional 20% to cover Pension and 5% to cover Social Costs. See notes below for exceptions.

HOW MUCH SHOULD I PAY?

The point on the scale will relate to the nature of the work. These are the TYPICAL qualifications/ experience you would expect for this level of remuneration.

Minimum of primary Degree in relevant discipline with little or no research experience.

For higher points on scale secondary degree (Masters/PhD) and/or some research experience desirable.

Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.

Minimum of PhD or equivalent* research experience (including industrial R&D)

Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.

* EU defines PhD equivalent 4 years fulltime research after primary degree

Minimum of significant post-doctoral and/or industrial research experience.

Capable of independent research
Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.

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
Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.

HOW TO USE THE GUIDELINES

A. Decide on the level of experience you require for the research (Column 1) and at what level you would like to advertise the post (Column 2). Please ensure that you use the rates that will apply at the time of receipt of funding (see Rates above).

B. Allow for Annual Salary Scale point increases and an annual increase of 5% to take account of future National Wage Agreements (NWAs).

C. In general, additional ANNUAL costs to your budget, as an employer, will be Employers PRSI contribution @10.75%, Employers pension contribution @20% and Employers provision for social costs @5%.

However, there are some exceptions to this general rule. It is important that you refer to the notes on Pension and Social costs and include beneath your budget any explanatory notes indicated.

NOTES: PENSION AND SOCIAL COSTS

1. Include a provision of 5% for Social costs, UNLESS the funder has specifically indicated that these will be dealt with on a case-by-case basis. In that case, your budget should include the following text:

The above Staff Costs exclude Social Costs on the basis of assurances received from _____ (Funding Agency) that these costs will be dealt with on a case by case basis.

2. If the Funding Agency will not currently allow the inclusion of Pension and Social Costs (for example Science Foundation Ireland) you must indicate to them their obligations in this regard by including the following text:

The above Staff Costs INCLUDE provision for scale point increases and National Wage Agreements, but EXCLUDE provision for Pension and Social Costs pending completion of ongoing negotiations regarding funding of Pensions, and on the basis of assurances received from _____ (Funding Agency) that Social Costs will be dealt with on a case by case basis.