

Guidelines for Contract Researchers Salary Scales effective 1 March 2023

		BM PSA (3%) Gross Salary 2 February 2022	PD/SPD Adjustment Gross Salary 1 August 2022	BM PSA (1%) Gross Salary 1 October 2022	BM PSA (2%) Gross Salary 1 March 2023	Obligatory contribution	Additional Costs - see Notes C	Budget Amount	
Column 1		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 (€)	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	28,201	28,201	28,701	29,275	3,235	5,855	38,365	Minimum of primary Degree in relevant discipline with little or no research experience.
	Point 2	28,998	28,998	29,498	30,088	3,325	6,018	39,430	
	Point 3	29,406	29,406	29,906	30,504	3,371	6,101	39,975	
	Point 4	30,239	30,239	30,739	31,354	3,465	6,271	41,089	
	Point 5	31,097	31,097	31,597	32,229	3,561	6,446	42,236	
	Point 6	31,981	31,981	32,481	33,131	3,661	6,626	43,418	
	Point 7	32,891	32,891	33,391	34,059	3,764	6,812	44,635	
	Point 8	33,499	33,499	33,999	34,679	3,832	6,936	45,446	
	Point 9	34,430	34,430	34,930	35,629	3,937	7,126	46,691	
	Point 10	35,216	35,216	35,716	36,430	4,026	7,286	47,742	
	Point 11	35,856	35,856	36,356	37,083	4,098	7,417	48,597	
	Point 12	36,858	36,858	37,358	38,105	4,211	7,621	49,937	
	Point 13	37,890	37,890	38,390	39,158	4,327	7,832	51,316	
Post-Doctorate Researcher	Point 1	40,707	40,707	41,207	42,031	4,644	8,406	55,082	Minimum of PhD
	Point 2	41,285	41,285	41,785	42,621	4,710	8,524	55,855	
	Point 3	43,199	43,199	43,699	44,572	4,925	8,914	58,412	
	Point 4	44,421	44,421	44,921	45,819	5,063	9,164	60,046	
	Point 5	45,680	45,680	46,180	47,104	5,205	9,421	61,729	
	Point 6	46,977	46,977	47,477	48,427	5,351	9,685	63,463	
Senior Post-Doctorate Researcher	Point 1	49,689	48,313	48,813	49,790	5,502	9,958	65,249	
	Point 2	51,106	49,689	50,189	51,193	5,657	10,239	67,088	
	Point 3	52,566	51,106	51,617	52,650	5,818	10,530	68,998	
	Point 4	<i>point scale</i>	52,566	53,092	54,154	5,984	10,831	70,968	
Research Fellow	Point 1	58,641	58,641	59,227	60,412	6,675	12,082	79,170	Minimum of significant post-doctoral and/or industrial research experience. Capable of independent research
	Point 2	60,342	60,342	60,945	62,164	6,869	12,433	81,466	
	Point 3	62,094	62,094	62,715	63,969	7,069	12,794	83,831	
	Point 4	63,898	63,898	64,537	65,828	7,274	13,166	86,267	
Senior Research Fellow	Point 1	71,332	71,332	72,045	73,486	8,120	14,697	96,304	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	73,413	73,413	74,147	75,630	8,357	15,126	99,114	
	Point 3	74,402	74,402	75,146	76,649	8,470	15,330	100,449	
	Point 4	76,551	76,551	77,317	78,863	8,714	15,773	103,350	

You are obliged under the Fixed Term Workers Act (2003) to provide Pension Costs for temporary and contract staff. In line with current proposals approved by the Department of Finance (May 2011) provision needs to be made in respect of employer pension costs at 20% in proposals to both state funded research bodies and non exchequer funded sources (e.g. industry and international).

HOW MUCH SHOULD I PAY?

In all instances the new appointee will be placed on the **FIRST** point of the relevant scale. The relevant 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.

Minimum of PhD

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

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

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.

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Please note that these scales are only guidelines and have no legal basis. Situations may arise where it is not appropriate to use the researcher salary scale guidelines as funding may not allow it or alternatively the scales may pose a restriction to the recruitment of appropriately qualified researchers.

Who do the new scales apply to?

The revision of the IUA advisory salary scales is intended to apply to all grant applications and renewals made post 1 March 2023.

Should an Employer Pension contribution of 20% be included as part of the overall budget?

In recognition of the fact that staff in contract research and other externally funded posts have entitlements to future pension benefits which is a deferred cost or liability for the Exchequer any such new posts created or any renewal / renegotiation of existing contracts **must** include an employer's pension contribution charge of 20% of gross pay. This represents the estimated contribution required from the project funder, in addition to the employee's own personal pension contribution, to cover the deferred cost to the Exchequer of future pension entitlements.