

Guidelines for Contract Researchers Salary Scales effective 01 June 2026

		PSA(2024 - 26) (1%) 01 Aug 2025	PSA (2024-26) (Greater of 1% or €500) 01 Feb 2026	PSA(2024 - 26) (1%) 01 Jun 2026	Obligatory contribution	Additional Costs - see Notes C	Budget Amount
<i>Column 1</i>		<i>Column 1</i>	<i>Column 1</i>	<i>Column 1</i>	<i>Column 2</i>	<i>Column 3</i>	<i>Column 4</i>
Researcher Salary Scales		Gross Salary/annum (€)	Gross Salary/annum (€)	Gross Salary/annum (€)	Employer's PRSI @ 11.25% (€)	Employer's Pension @20%	Annual Cost to Budget
Research Assistant	Point 1	33,291	33,791	34,129	3,840	6,826	44,795
	Point 2	34,120	34,620	34,966	3,934	6,993	45,893
	Point 3	34,545	35,045	35,395	3,982	7,079	46,456
	Point 4	35,413	35,913	36,272	4,081	7,254	47,607
	Point 5	36,305	36,805	37,173	4,182	7,435	48,789
	Point 6	37,225	37,725	38,102	4,286	7,620	50,009
	Point 7	38,174	38,674	39,061	4,394	7,812	51,267
	Point 8	38,803	39,303	39,696	4,466	7,939	52,102
	Point 9	39,772	40,272	40,675	4,576	8,135	53,386
	Point 10	40,590	41,090	41,501	4,669	8,300	54,470
	Point 11	41,256	41,756	42,173	4,745	8,435	55,353
	Point 12	42,299	42,799	43,227	4,863	8,645	56,735
	Point 13	43,372	43,872	44,311	4,985	8,862	58,158
Post-Doctorate Researcher	Point 1	46,306	46,805	47,273	5,318	9,455	62,046
	Point 2	46,905	47,405	47,879	5,386	9,576	62,841
	Point 3	48,896	49,396	49,890	5,613	9,978	65,481
	Point 4	50,168	50,670	51,176	5,757	10,235	67,169
	Point 5	51,478	51,993	52,513	5,908	10,503	68,923
	Point 6	52,863	53,391	53,925	6,067	10,785	70,777
Senior Post-Doctorate Researcher	Point 1	54,307	54,850	55,399	6,232	11,080	72,711
	Point 2	55,834	56,393	56,957	6,408	11,391	74,756
	Point 3	57,424	57,998	58,578	6,590	11,716	76,883
	Point 4	59,064	59,654	60,250	6,778	12,050	79,079
Research Fellow	Point 1	65,889	66,548	67,214	7,562	13,443	88,218
	Point 2	67,800	68,478	69,163	7,781	13,833	90,777
	Point 3	69,769	70,467	71,171	8,007	14,234	93,412
	Point 4	71,796	72,514	73,239	8,239	14,648	96,127
Senior Research Fellow	Point 1	80,149	80,951	81,760	9,198	16,352	107,310
	Point 2	82,488	83,313	84,146	9,466	16,829	110,441
	Point 3	83,599	84,435	85,279	9,594	17,056	111,929
	Point 4	86,014	86,874	87,743	9,871	17,549	115,162

You are obliged under the Fixed Term Workers Act (2003) to provide Pension Costs for temporary and contract staff. In accordance with the Employment Control Framework, and 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.

HOW MUCH SHOULD I PAY?

The salary scale for the role will relate to the grading of the post, as defined in the Researcher Career Development and Employment Framework. These are the expected qualifications and experience appropriate for this level of remuneration.

Purpose of the role: to assist in the performance of research. .

Qualifications and Experience: Minimum of primary Degree in relevant discipline with little or no research experience.

Minimum PhD Qualification

Purpose of the Role: to conduct a specified programme of research under supervision of a PI while developing skills and competencies with respect to the role and future career options.

Qualification: Minimum PhD qualification

Experience: The appointed candidate will generally have 4-6 years postdoctoral research experience.

Qualification: Minimum PhD
Purpose of the Role: Design and implement a specific research programme/s in association with a PI. This role is a prestigious role which represents a step change from Post Doctoral researcher roles.

Purpose of Role: This role reflects the EU Framework Level 4 role of 'Leading Researcher', which is described as: "a researcher leading their research area or field. It would include the team leader of a research group ... In particular disciplines as an exception, leading researchers may include individuals who operate as lone researchers".