

Guidelines for Contract Researchers Salary Scales effective 1 October 2020

		Gross Salary 1 September 2019	Gross Salary 1 January 2020	Gross Salary 1 October 2020	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	22,496	22,609	23,061	2,548	4,612	30,221	Minimum of primary Degree in relevant discipline with little or no research experience.
	Point 2	23,473	23,590	24,062	2,659	4,812	31,533	
	Point 3	24,527	24,650	25,143	2,778	5,029	32,949	
	Point 4	25,232	25,358	25,865	2,858	5,173	33,896	
	Point 5	25,957	26,087	26,609	2,940	5,322	34,871	
	Point 6	26,704	26,838	27,374	3,025	5,475	35,874	
	Point 7	27,087	27,222	27,767	3,068	5,553	36,388	
	Point 8	27,868	28,007	28,568	3,157	5,714	37,438	
	Point 9	28,673	28,816	29,392	3,248	5,878	38,519	
	Point 10	29,502	29,649	30,242	3,342	6,048	39,633	
	Point 11	30,355	30,507	31,117	3,438	6,223	40,779	
	Point 12	30,925	31,079	31,701	3,503	6,340	41,544	
	Point 13	31,798	31,957	32,596	3,602	6,519	42,717	
	Point 14	32,698	32,698	33,352	3,685	6,670	43,707	
	Point 15	33,301	33,301	33,967	3,753	6,793	44,513	
	Point 16	34,245	34,245	34,930	3,860	6,986	45,776	
	Point 17	35,218	35,218	35,922	3,969	7,184	47,076	
Post-Doctorate Researcher	Point 1	37,873	37,873	38,630	4,269	7,726	50,625	Minimum of PhD
	Point 2	38,418	38,418	39,186	4,330	7,837	51,353	
	Point 3	40,221	40,221	41,025	4,533	8,205	53,763	
	Point 4	41,373	41,373	42,200	4,663	8,440	55,303	
	Point 5	42,559	42,559	43,410	4,797	8,682	56,889	
	Point 6	43,782	43,782	44,657	4,935	8,931	58,524	
	Point 7	45,041	45,041	45,942	5,077	9,188	60,207	
Senior Post-Doctorate Researcher	Point 1	46,337	46,337	47,264	5,223	9,453	61,940	
	Point 2	47,673	47,673	48,627	5,373	9,725	63,725	
	Point 3	49,048	49,048	50,029	5,528	10,006	65,564	
Research Fellow	Point 1	54,717	54,717	55,811	6,167	11,162	73,140	Minimum of significant post-doctoral and/or industrial research experience. Capable of independent research
	Point 2	56,304	56,304	57,430	6,346	11,486	75,262	
	Point 3	57,938	57,938	59,097	6,530	11,819	77,447	
	Point 4	59,622	59,622	60,814	6,720	12,163	79,697	
Senior Research Fellow	Point 1	66,559	66,559	67,890	7,502	13,578	88,970	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	68,501	68,501	69,871	7,721	13,974	91,566	
	Point 3	69,423	69,423	70,812	7,825	14,162	92,799	
	Point 4	71,429	71,429	72,857	8,051	14,571	95,479	

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 October 2020.

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.