

Guidelines for Contract Researchers Salary Scales effective 1 August 2025

		PSA(2024 - 26) (1%) 01 June 2024	PSA (2024-26 (1%) 01 Oct 2024	PSA 2024-2026 01 Mar 2025 (Greater than 2% or €1000	PSA(2024 - 26) (1%) 01 Aug 2025	Obligatory contribution	Additional Costs - see Notes C	Budget Amount	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.
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 @ 11.15% (€)	Employer's Pension @20%	Annual Cost to Budget	HOW MUCH SHOULD I PAY?
Research Assistant	Point 1	31,462	31,962	32,962	33,291	3,712	6,658	43,662	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.
	Point 2	32,282	32,782	33,782	34,120	3,804	6,824	44,748	
	Point 3	32,703	33,203	34,203	34,545	3,852	6,909	45,305	
	Point 4	33,562	34,062	35,062	35,413	3,949	7,083	46,444	
	Point 5	34,445	34,945	35,945	36,305	4,048	7,261	47,613	
	Point 6	35,356	35,856	36,856	37,225	4,151	7,445	48,820	
	Point 7	36,296	36,796	37,796	38,174	4,256	7,635	50,065	
	Point 8	36,919	37,419	38,419	38,803	4,327	7,761	50,891	
	Point 9	37,879	38,379	39,379	39,772	4,435	7,954	52,162	
	Point 10	38,688	39,188	40,188	40,590	4,526	8,118	53,234	
	Point 11	39,347	39,847	40,847	41,256	4,600	8,251	54,107	
	Point 12	40,380	40,880	41,880	42,299	4,716	8,460	55,475	
	Point 13	41,443	41,943	42,943	43,372	4,836	8,674	56,883	
Post-Doctorate Researcher	Point 1	44,347	44,847	45,847	46,306	5,163	9,261	60,730	Minimum of PhD  <b>Purpose of the Role:</b> 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.  <b>Qualification:</b> Minimum of PhD, or exceptionally, equivalent* research experience (including industrial R&D).  * EU defines PhD equivalent 4 years fulltime research after primary degree
	Point 2	44,941	45,441	46,441	46,905	5,230	9,381	61,517	
	Point 3	46,912	47,412	48,412	48,896	5,452	9,779	64,127	
	Point 4	48,171	48,671	49,671	50,168	5,594	10,034	65,795	
	Point 5	49,468	49,968	50,968	51,478	5,740	10,296	67,513	
	Point 6	50,805	51,313	52,339	52,863	5,894	10,573	69,329	
Senior Post-Doctorate Researcher	Point 1	52,193	52,715	53,770	54,307	6,055	10,861	71,224	<b>Experience:</b> The appointed candidate will generally have 4-6 years postdoctoral research experience. <b>Qualification:</b> Minimum of PhD, or exceptionally, equivalent* research experience (including industrial R&D) <b>Purpose of the Role:</b> Design and implement a specific research research programme/s in association with a PI. This role is a prestigious role which represents a step change from Post Doctoral researcher roles.
	Point 2	53,661	54,198	55,282	55,834	6,226	11,167	73,227	
	Point 3	55,188	55,740	56,855	57,424	6,403	11,485	75,311	
	Point 4	56,765	57,332	58,479	59,064	6,586	11,813	77,462	
Research Fellow	Point 1	63,325	63,958	65,237	65,889	7,347	13,178	86,414	<b>Purpose of Role:</b> 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".
	Point 2	65,161	65,813	67,129	67,800	7,560	13,560	88,920	
	Point 3	67,053	67,724	69,078	69,769	7,779	13,954	91,502	
	Point 4	69,002	69,692	71,085	71,796	8,005	14,359	94,161	
Senior Research Fellow	Point 1	77,029	77,800	79,356	80,149	8,937	16,030	105,116	
	Point 2	79,277	80,070	81,671	82,488	9,197	16,498	108,183	
	Point 3	80,345	81,148	82,771	83,599	9,321	16,720	109,640	
	Point 4	82,666	83,492	85,162	86,014	9,591	17,203	112,807	