

### Guidelines for Contract Researchers Salary Scales effective 01 February 2022

		Gross Salary 1 October 2020 - (Amended June 2021)	New PSA Gross Salary 1 October 2021	New PSA (1%) Gross Salary 1 February 2022	Obligatory contribution	Additional Costs - see Notes C	Budget Amount	
Column 1	Column 1	Column 1	0	Column 2	Column 3	Column 4	Column 4	
<b>Researcher Salary Scales</b>		<i>Gross Salary/ annum (€)</i>	<i>Gross Salary/ annum (€)</i>	<i>Gross Salary/ annum (€)</i>	<i>Employer's PRSI @ 11.05% (€)</i>	<i>Employer's Pension @20%</i>	<i>Annual Cost to Budget</i>	<b><u>HOW MUCH SHOULD I PAY?</u></b>
<b>Research Assistant</b>	Point 1	26,609	27,109	27,380	3,025	5,476	35,881	<p><b>In all instances the new appointee will be placed on the FIRST point of the relevant scale.</b> 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.</p> <p><b>Minimum</b> of primary Degree in relevant discipline with little or no research experience.</p>
	Point 2	27,374	27,874	28,153	3,111	5,631	36,895	
	Point 3	27,767	28,267	28,549	3,155	5,710	37,414	
	Point 4	28,568	29,068	29,358	3,244	5,872	38,474	
	Point 5	29,392	29,892	30,191	3,336	6,038	39,566	
	Point 6	30,242	30,742	31,050	3,431	6,210	40,691	
	Point 7	31,117	31,617	31,933	3,529	6,387	41,849	
	Point 8	31,701	32,201	32,523	3,594	6,505	42,621	
	Point 9	32,596	33,096	33,427	3,694	6,685	43,806	
	Point 10	33,352	33,852	34,190	3,778	6,838	44,806	
	Point 11	33,967	34,467	34,811	3,847	6,962	45,620	
	Point 12	34,930	35,430	35,784	3,954	7,157	46,895	
	Point 13	35,922	36,422	36,786	4,065	7,357	48,208	
	Point 14	<i>Scale revised to a 13 point scale (point 5 is now point 1)</i>						
	Point 15	<i>Scale revised to a 13 point scale (point 5 is now point 1)</i>						
	Point 16	<i>Scale revised to a 13 point scale (point 5 is now point 1)</i>						
	Point 17	<i>Scale revised to a 13 point scale (point 5 is now point 1)</i>						
<b>Post-Doctorate Researcher</b>	Point 1	38,630	39,130	39,522	4,367	7,904	51,793	<p><b>Minimum</b> of PhD</p>
	Point 2	39,186	39,686	40,083	4,429	8,017	52,529	
	Point 3	41,025	41,525	41,940	4,634	8,388	54,963	
	Point 4	42,200	42,700	43,127	4,766	8,625	56,518	
	Point 5	43,410	43,910	44,349	4,901	8,870	58,120	
	Point 6	44,657	45,157	45,609	5,040	9,122	59,771	
	Point 7	45,942	46,442	46,906	5,183	9,381	61,470	
<b>Senior Post-Doctorate Researcher</b>	Point 1	47,264	47,764	48,242	5,331	9,648	63,221	<p><b>Minimum</b> of significant post-doctoral and/or industrial research experience. Capable of independent research</p>
	Point 2	48,627	49,127	49,618	5,483	9,924	65,024	
	Point 3	50,029	50,530	51,035	5,639	10,207	66,881	
<b>Research Fellow</b>	Point 1	55,811	56,369	56,933	6,291	11,387	74,610	<p><b>Minimum</b> 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</p>
	Point 2	57,430	58,004	58,584	6,474	11,717	76,774	
	Point 3	59,097	59,688	60,285	6,662	12,057	79,004	
	Point 4	60,814	61,423	62,037	6,855	12,407	81,299	
<b>Senior Research Fellow</b>	Point 1	67,890	68,569	69,254	7,653	13,851	90,758	<p><b>Minimum</b> 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</p>
	Point 2	69,871	70,569	71,275	7,876	14,255	93,406	
	Point 3	70,812	71,520	72,235	7,982	14,447	94,664	
	Point 4	72,857	73,586	74,322	8,213	14,864	97,399	

**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.

## ***Guidelines for Contract Researchers Salary Scales 2022***

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 February 2022.

### ***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.