

Guidelines for Contract Researchers Salary Scales effective 1 February 2026

		PSA 2024-2026 (Greater of 2% or €1000) 01 Mar 2025	PSA(2024 - 26) (1%) 01 Aug 2025	PSA (2024-26) (Greater of 1% or €500) 01 Feb 2026	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 @ 11.25% (€)	Employer's Pension @20%	Annual Cost to Budget
Research Assistant	Point 1	32,962	33,291	33,791	3,802	6,758	44,351
	Point 2	33,782	34,120	34,620	3,895	6,924	45,439
	Point 3	34,203	34,545	35,045	3,943	7,009	45,996
	Point 4	35,062	35,413	35,913	4,040	7,183	47,136
	Point 5	35,945	36,305	36,805	4,141	7,361	48,306
	Point 6	36,856	37,225	37,725	4,244	7,545	49,513
	Point 7	37,796	38,174	38,674	4,351	7,735	50,760
	Point 8	38,419	38,803	39,303	4,422	7,861	51,586
	Point 9	39,379	39,772	40,272	4,531	8,054	52,857
	Point 10	40,188	40,590	41,090	4,623	8,218	53,931
	Point 11	40,847	41,256	41,756	4,698	8,351	54,804
	Point 12	41,880	42,299	42,799	4,815	8,560	56,173
	Point 13	42,943	43,372	43,872	4,936	8,774	57,583
Post-Doctorate Researcher	Point 1	45,847	46,306	46,805	5,266	9,361	61,432
	Point 2	46,441	46,905	47,405	5,333	9,481	62,219
	Point 3	48,412	48,896	49,396	5,557	9,879	64,832
	Point 4	49,671	50,168	50,670	5,700	10,134	66,504
	Point 5	50,968	51,478	51,993	5,849	10,399	68,240
	Point 6	52,339	52,863	53,391	6,007	10,678	70,076
Senior Post-Doctorate Researcher	Point 1	53,770	54,307	54,850	6,171	10,970	71,991
	Point 2	55,282	55,834	56,393	6,344	11,279	74,016
	Point 3	56,855	57,424	57,998	6,525	11,600	76,122
	Point 4	58,479	59,064	59,654	6,711	11,931	78,296
Research Fellow	Point 1	65,237	65,889	66,548	7,487	13,310	87,345
	Point 2	67,129	67,800	68,478	7,704	13,696	89,878
	Point 3	69,078	69,769	70,467	7,927	14,093	92,487
	Point 4	71,085	71,796	72,514	8,158	14,503	95,175
Senior Research Fellow	Point 1	79,356	80,149	80,951	9,107	16,190	106,248
	Point 2	81,671	82,488	83,313	9,373	16,663	109,348
	Point 3	82,771	83,599	84,435	9,499	16,887	110,821
	Point 4	85,162	86,014	86,874	9,773	17,375	114,022

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".