

Guidelines for Contract Researchers Salary Scales effective 1 January 2019

		Gross Salary 1 January 2018	Gross Salary 1 October 2018	Gross Salary 1 January 2019	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 @ 10.95% (£)	Employer's Pension @20%	Annual Cost to Budget	HOW MUCH SHOULD I PAY?
Research Assistant	Point 1	21,674	21,890	22,109	2,421	4,422	28,952	Minimum of primary Degree in relevant discipline with little or no research experience.
	Point 2	22,615	22,841	23,069	2,526	4,614	30,209	
	Point 3	23,630	23,867	24,105	2,640	4,821	31,566	
	Point 4	24,309	24,552	24,798	2,715	4,960	32,473	
	Point 5	25,008	25,258	25,511	2,793	5,102	33,406	
	Point 6	25,728	25,985	26,245	2,874	5,249	34,368	
	Point 7	26,096	26,357	26,621	2,915	5,324	34,860	
	Point 8	26,849	27,118	27,389	2,999	5,478	35,866	
	Point 9	27,624	27,901	28,180	3,086	5,636	36,901	
	Point 10	28,423	28,707	28,994	3,175	5,799	37,968	
	Point 11	29,245	29,538	29,833	3,267	5,967	39,067	
	Point 12	30,092	30,393	30,393	3,328	6,079	39,800	
	Point 13	30,942	31,251	31,251	3,422	6,250	40,923	
	Point 14	31,817	32,135	32,135	3,519	6,427	42,081	
	Point 15	32,404	32,728	32,728	3,584	6,546	42,857	
	Point 16	33,323	33,656	33,656	3,685	6,731	44,073	
	Point 17	34,269	34,612	34,612	3,790	6,922	45,324	
Post-Doctorate Researcher	Point 1	36,853	37,221	37,221	4,076	7,444	48,741	Minimum of PhD
	Point 2	37,383	37,757	37,757	4,134	7,551	49,443	
	Point 3	39,138	39,529	39,529	4,328	7,906	51,763	
	Point 4	40,259	40,661	40,661	4,452	8,132	53,246	
	Point 5	41,413	41,827	41,827	4,580	8,365	54,773	
	Point 6	42,603	43,029	43,029	4,712	8,606	56,346	
	Point 7	43,828	44,266	44,266	4,847	8,853	57,967	
Senior Post-Doctorate Researcher	Point 1	45,089	45,540	45,540	4,987	9,108	59,635	
	Point 2	46,389	46,853	46,853	5,130	9,371	61,354	
	Point 3	47,728	48,205	48,205	5,278	9,641	63,124	
Research Fellow	Point 1	53,243	53,776	53,776	5,888	10,755	70,419	Minimum of significant post-doctoral and/or industrial research experience. Capable of independent research
	Point 2	54,787	55,335	55,335	6,059	11,067	72,462	
	Point 3	56,378	56,942	56,942	6,235	11,388	74,566	
	Point 4	58,016	58,597	58,597	6,416	11,719	76,732	
Senior Research Fellow	Point 1	64,766	65,414	65,414	7,163	13,083	85,660	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	66,656	67,323	67,323	7,372	13,465	88,159	
	Point 3	67,554	68,229	68,229	7,471	13,646	89,346	
	Point 4	69,505	70,200	70,200	7,687	14,040	91,927	

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.