

Guidelines for Contract Researchers Salary Scales effective 1 March 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	Obligatory contribution	Additional Costs - see Notes C	Budget Amount
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 @ 11.15% (€)	Employer's Pension @20%	Annual Cost to Budget
Research Assistant	Point 1	31,462	31,962	32,962	3,675	6,592	43,229
	Point 2	32,282	32,782	33,782	3,767	6,756	44,305
	Point 3	32,703	33,203	34,203	3,814	6,841	44,857
	Point 4	33,562	34,062	35,062	3,909	7,012	45,984
	Point 5	34,445	34,945	35,945	4,008	7,189	47,142
	Point 6	35,356	35,856	36,856	4,109	7,371	48,337
	Point 7	36,296	36,796	37,796	4,214	7,559	49,570
	Point 8	36,919	37,419	38,419	4,284	7,684	50,387
	Point 9	37,879	38,379	39,379	4,391	7,876	51,645
	Point 10	38,688	39,188	40,188	4,481	8,038	52,707
	Point 11	39,347	39,847	40,847	4,554	8,169	53,571
	Point 12	40,380	40,880	41,880	4,670	8,376	54,925
	Point 13	41,443	41,943	42,943	4,788	8,589	56,320
Post-Doctorate Researcher	Point 1	44,347	44,847	45,847	5,112	9,169	60,128
	Point 2	44,941	45,441	46,441	5,178	9,288	60,907
	Point 3	46,912	47,412	48,412	5,398	9,682	63,492
	Point 4	48,171	48,671	49,671	5,538	9,934	65,144
	Point 5	49,468	49,968	50,968	5,683	10,194	66,845
	Point 6	50,805	51,313	52,339	5,836	10,468	68,643
Senior Post-Doctorate Researcher	Point 1	52,193	52,715	53,770	5,995	10,754	70,519
	Point 2	53,661	54,198	55,282	6,164	11,056	72,502
	Point 3	55,188	55,740	56,855	6,339	11,371	74,565
	Point 4	56,765	57,332	58,479	6,520	11,696	76,695
Research Fellow	Point 1	63,325	63,958	65,237	7,274	13,047	85,558
	Point 2	65,161	65,813	67,129	7,485	13,426	88,040
	Point 3	67,053	67,724	69,078	7,702	13,816	90,596
	Point 4	69,002	69,692	71,085	7,926	14,217	93,229
Senior Research Fellow	Point 1	77,029	77,800	79,356	8,848	15,871	104,075
	Point 2	79,277	80,070	81,671	9,106	16,334	107,112
	Point 3	80,345	81,148	82,771	9,229	16,554	108,555
	Point 4	82,666	83,492	85,162	9,496	17,032	111,690

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 of PhD

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 of PhD, or exceptionally, equivalent* research experience (including industrial R&D).

* EU defines PhD equivalent 4 years fulltime research after primary degree

Experience: The appointed candidate will generally have 4-6 years postdoctoral research experience.

Qualification: Minimum of PhD, or exceptionally, equivalent* research experience (including industrial R&D)

Purpose of the Role: 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.

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".