

Guidelines for Contract Researchers Salary Scales effective 1 October 2024

		PSA (2024-26) (2.25%) 01 Jan 2024	PSA(2024 - 26) (1%) 01 June 2024	PSA (2024-26) (1%) Oct 2024	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 @ 11.15% (€)	Employer's Pension @20%	Annual Cost to Budget
Research Assistant	Point 1	31,150	31,462	31,962	3,564	6,392	41,918
	Point 2	31,963	32,282	32,782	3,655	6,556	42,994
	Point 3	32,379	32,703	33,203	3,702	6,641	43,545
	Point 4	33,229	33,562	34,062	3,798	6,812	44,673
	Point 5	34,104	34,445	34,945	3,896	6,989	45,831
	Point 6	35,006	35,356	35,856	3,998	7,171	47,025
	Point 7	35,937	36,296	36,796	4,103	7,359	48,258
	Point 8	36,554	36,919	37,419	4,172	7,484	49,075
	Point 9	37,504	37,879	38,379	4,279	7,676	50,333
	Point 10	38,305	38,688	39,188	4,369	7,838	51,395
	Point 11	38,958	39,347	39,847	4,443	7,969	52,260
	Point 12	39,980	40,380	40,880	4,558	8,176	53,614
	Point 13	41,033	41,443	41,943	4,677	8,389	55,008
Post-Doctorate Researcher	Point 1	43,908	44,347	44,847	5,000	8,969	58,817
	Point 2	44,496	44,941	45,441	5,067	9,088	59,596
	Point 3	46,447	46,912	47,412	5,286	9,482	62,181
	Point 4	47,694	48,171	48,671	5,427	9,734	63,833
	Point 5	48,979	49,468	49,968	5,571	9,994	65,533
	Point 6	50,302	50,805	51,313	5,721	10,263	67,297
Senior Post-Doctorate Researcher	Point 1	51,677	52,193	52,715	5,878	10,543	69,136
	Point 2	53,130	53,661	54,198	6,043	10,840	71,080
	Point 3	54,642	55,188	55,740	6,215	11,148	73,103
	Point 4	56,203	56,765	57,332	6,393	11,466	75,191
Research Fellow	Point 1	62,698	63,325	63,958	7,131	12,792	83,881
	Point 2	64,516	65,161	65,813	7,338	13,163	86,314
	Point 3	66,389	67,053	67,724	7,551	13,545	88,820
	Point 4	68,318	69,002	69,692	7,771	13,938	91,401
Senior Research Fellow	Point 1	76,267	77,029	77,800	8,675	15,560	102,034
	Point 2	78,492	79,277	80,070	8,928	16,014	105,012
	Point 3	79,549	80,345	81,148	9,048	16,230	106,426
	Point 4	81,847	82,666	83,492	9,309	16,698	109,500

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 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".