

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 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".