

**Guidelines for Contract Researchers Salary Scales effective 1 October 2023**

		BM PSA (3%) Gross Salary 2 February 2022	BM PSA (1%) Gross Salary 1 October 2022	BM PSA (2%) Gross Salary 1 March 2023	BM PSA (1.5%) Gross Salary 1 October 2023	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 (€)	Gross Salary/annum (€)	Employer's PRSI @ 11.03% (€)	Employer's Pension @ 20%	Annual Cost to Budget	<b>HOW MUCH SHOULD I PAY?</b>
Research Assistant	Point 1	28,201	28,701	29,275	30,025	3,318	6,005	39,348	<b>Minimum</b> of primary Degree in relevant discipline with little or no research experience.
	Point 2	28,998	29,498	30,088	30,838	3,408	6,168	40,413	
	Point 3	29,406	29,906	30,504	31,254	3,454	6,251	40,958	
	Point 4	30,239	30,739	31,354	32,104	3,547	6,421	42,072	
	Point 5	31,097	31,597	32,229	32,979	3,644	6,596	43,219	
	Point 6	31,981	32,481	33,131	33,881	3,744	6,776	44,401	
	Point 7	32,891	33,391	34,059	34,809	3,846	6,962	45,617	
	Point 8	33,499	33,999	34,679	35,429	3,915	7,086	46,429	
	Point 9	34,430	34,930	35,629	36,379	4,020	7,276	47,674	
	Point 10	35,216	35,716	36,430	37,180	4,108	7,436	48,724	
	Point 11	35,856	36,356	37,083	37,833	4,181	7,567	49,580	
	Point 12	36,858	37,358	38,105	38,855	4,293	7,771	50,920	
	Point 13	37,890	38,390	39,158	39,908	4,410	7,982	52,299	
Post-Doctorate Researcher	Point 1	40,707	41,207	42,031	42,781	4,727	8,556	56,065	<b>Minimum</b> of PhD
	Point 2	41,285	41,785	42,621	43,371	4,793	8,674	56,838	
	Point 3	43,199	43,699	44,572	45,322	5,008	9,064	59,395	
	Point 4	44,421	44,921	45,819	46,569	5,146	9,314	61,029	
	Point 5	45,680	46,180	47,104	47,854	5,288	9,571	62,712	
	Point 6	46,977	47,477	48,427	49,177	5,434	9,835	64,446	
Senior Post-Doctorate Researcher	Point 1	49,689	48,813	49,790	50,540	5,585	10,108	66,232	<b>Minimum</b> of significant post-doctoral and/or industrial research experience. Capable of independent research
	Point 2	51,106	50,189	51,193	51,961	5,742	10,392	68,094	
	Point 3	52,566	51,617	52,650	53,440	5,905	10,688	70,033	
	Point 4	53,092	53,092	54,154	54,966	6,074	10,993	72,033	
Research Fellow	Point 1	58,641	59,227	60,412	61,318	6,776	12,264	80,357	<b>Minimum</b> 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	60,342	60,945	62,164	63,096	6,972	12,619	82,688	
	Point 3	62,094	62,715	63,969	64,928	7,175	12,986	85,089	
	Point 4	63,898	64,537	65,828	66,815	7,383	13,363	87,561	
Senior Research Fellow	Point 1	71,332	72,045	73,486	74,589	8,242	14,918	97,748	
	Point 2	73,413	74,147	75,630	76,765	8,483	15,353	100,600	
	Point 3	74,402	75,146	76,649	77,799	8,597	15,560	101,955	
	Point 4	76,551	77,317	78,863	80,046	8,845	16,009	104,901	

**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.