**Setting of salaries for staff in the categories of Research Assistant and Research Support (both existing staff members and new staff members).**

For staff in the category of Research Assistant any new appointments will be on the Research Assistant salary scale (range €31, 962 - €41,943 per annum) and starting pay will be at the minimum (1st point) of the scale. For existing staff in this category salary on renewal will be aligned to the nearest point on the scale or if the existing salary exceeds the maximum point on the scale salary on renewal will remain unchanged.

For the category of Research Support Officer new appointments will be in the salary range of €37,000 - €58,000 per annum. Appointment for anyone with less than 5 years analogous experience will be at €37,000. For anyone with more than 5 years’ experience appointment can be made at a salary level higher than €37,000 but not exceeding €45,000. Any salary higher than €45,000 will require approval by the Vice President of Research and the HR Business Manager Research (or nominee), subject to the provision of the relevant justifications by the Principal Investigator.

For existing staff in the category of Research Support Officer, salary on renewal will remain unchanged.

For both new and existing appointments to positions which do not have an incremental salary scale, salary determination will be within identified salary bands.  In accordance with current Government policy on public service pay the University is not in a position to apply increases to such pay rates as determined.