

Guidelines for Contract Researchers Salary Scales effective 1 June 2024

| | | BM PSA (1.5%) Gross Salary 1 October 2023 | PSA (2024-26) (2.25%) 01 Jan 2024 | PSA(2024 - 26) (1%) 01 June 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 @ 11.05% (€) | Employer's Pension @20% | Annual Cost to Budget | HOW MUCH SHOULD I PAY? |
| Research Assistant | Point 1 | 30,025 | 31,150 | 31,462 | 3,477 | 6,292 | 41,231 | Minimum of primary Degree in relevant discipline with little or no research experience. |
| | Point 2 | 30,838 | 31,963 | 32,282 | 3,567 | 6,456 | 42,306 | |
| | Point 3 | 31,254 | 32,379 | 32,703 | 3,614 | 6,541 | 42,857 | |
| | Point 4 | 32,104 | 33,229 | 33,562 | 3,709 | 6,712 | 43,983 | |
| | Point 5 | 32,979 | 34,104 | 34,445 | 3,806 | 6,889 | 45,140 | |
| | Point 6 | 33,881 | 35,006 | 35,356 | 3,907 | 7,071 | 46,334 | |
| | Point 7 | 34,809 | 35,937 | 36,296 | 4,011 | 7,259 | 47,566 | |
| | Point 8 | 35,429 | 36,554 | 36,919 | 4,080 | 7,384 | 48,383 | |
| | Point 9 | 36,379 | 37,504 | 37,879 | 4,186 | 7,576 | 49,640 | |
| | Point 10 | 37,180 | 38,305 | 38,688 | 4,275 | 7,738 | 50,701 | |
| | Point 11 | 37,833 | 38,958 | 39,347 | 4,348 | 7,869 | 51,565 | |
| | Point 12 | 38,855 | 39,980 | 40,380 | 4,462 | 8,076 | 52,918 | |
| | Point 13 | 39,908 | 41,033 | 41,443 | 4,579 | 8,289 | 54,311 | |
| Post-Doctorate Researcher | Point 1 | 42,781 | 43,908 | 44,347 | 4,900 | 8,869 | 58,117 | Minimum of PhD |
| | Point 2 | 43,371 | 44,496 | 44,941 | 4,966 | 8,988 | 58,895 | |
| | Point 3 | 45,322 | 46,447 | 46,912 | 5,184 | 9,382 | 61,478 | |
| | Point 4 | 46,569 | 47,694 | 48,171 | 5,323 | 9,634 | 63,129 | |
| | Point 5 | 47,854 | 48,979 | 49,468 | 5,466 | 9,894 | 64,828 | |
| | Point 6 | 49,177 | 50,302 | 50,805 | 5,614 | 10,161 | 66,580 | |
| Senior Post-Doctorate Researcher | Point 1 | 50,540 | 51,677 | 52,193 | 5,767 | 10,439 | 68,400 | Minimum of significant post-doctoral and/or industrial research experience. Capable of independent research |
| | Point 2 | 51,961 | 53,130 | 53,661 | 5,930 | 10,732 | 70,323 | |
| | Point 3 | 53,440 | 54,642 | 55,188 | 6,098 | 11,038 | 72,324 | |
| | Point 4 | 54,966 | 56,203 | 56,765 | 6,272 | 11,353 | 74,390 | |
| Research Fellow | Point 1 | 61,318 | 62,698 | 63,325 | 6,997 | 12,665 | 82,987 | Minimum 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 | 63,096 | 64,516 | 65,161 | 7,200 | 13,032 | 85,394 | |
| | Point 3 | 64,928 | 66,389 | 67,053 | 7,409 | 13,411 | 87,873 | |
| | Point 4 | 66,815 | 68,318 | 69,002 | 7,625 | 13,800 | 90,427 | |
| Senior Research Fellow | Point 1 | 74,589 | 76,267 | 77,029 | 8,512 | 15,406 | 100,947 | |
| | Point 2 | 76,765 | 78,492 | 79,277 | 8,760 | 15,855 | 103,893 | |
| | Point 3 | 77,799 | 79,549 | 80,345 | 8,878 | 16,069 | 105,292 | |
| | Point 4 | 80,046 | 81,847 | 82,666 | 9,135 | 16,533 | 108,333 | |

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.