

Researcher Payscales Effective 1st October 2020

	Point	Advertised Salary	Additional Costs to your Budget		Budget Amounts
		01/01/2020	ER PRSI	Pension	Annual Cost to Budget (€)
		Gross Salary per annum (€)	11.05%	20%	
** Research Assistant (level 1)	1	23,061	2,548	4,612	30,221
	2	24,056	2,658	4,811	31,526
	3	25,143	2,778	5,029	32,949
	4	25,865	2,858	5,173	33,897
	5	26,609	2,940	5,322	34,871
	6	27,374	3,025	5,475	35,874
	7	27,767	3,068	5,553	36,388
	8	28,569	3,157	5,714	37,439
	9	29,393	3,248	5,879	38,519
	10	30,242	3,342	6,048	39,633
	11	31,120	3,439	6,224	40,782
	12	31,701	3,503	6,340	41,544
	13	32,596	3,602	6,519	42,717
	14	33,352	3,685	6,670	43,707
	15	33,967	3,753	6,793	44,513
	16	34,930	3,860	6,986	45,776
	17	35,922	3,969	7,184	47,076
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** Post Doctorate Researcher (Level 2)	1	38,632	4,269	7,726	50,627
	2	39,186	4,330	7,837	51,353
	3	41,025	4,533	8,205	53,763
	4	42,200	4,663	8,440	55,303
	5	43,410	4,797	8,682	56,889
	6	44,657	4,935	8,931	58,524
	7	45,942	5,077	9,188	60,207
	8	47,264	5,223	9,453	61,940
	9	48,627	5,373	9,725	63,725
	10	50,029	5,528	10,006	65,564
** Research Fellow (Level 3)	1	55,811	6,167	11,162	73,140
	2	57,430	6,346	11,486	75,262
	3	59,097	6,530	11,819	77,447
	4	60,814	6,720	12,163	79,697
** Senior Research Fellow (Level 4)	1	67,890	7,502	13,578	88,970
	2	69,871	7,721	13,974	91,566
	3	70,812	7,825	14,162	92,799
	4	72,857	8,051	14,571	95,479

How to use the guidelines:

A. Decide on the level of experience you require for the research (Research Assistant - Senior Research Fellow) . Please ensure that you use the rates that will apply at the time of receipt of funding (Rates above).

B. Allow for Annual Salary Scale point increases.

C. Additional costs to your budget, as an employer will be employers PRSI contribution and pension costs. The employers PRSI contribution is 11.05%. In accordance with the Employment Control Framework, and in recognition of the fact that staff in research and other externally funded posts have entitlements to future pension benefits which is a deferred cost for the Exchequer, research posts **must** include an employer's pension contribution charge of 20% of gross pay. Questions relating to Pension budgeting requirement should be addressed to Research Finance.

Staff of Universities - Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/ Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017 - Application of revised rates of salary with effect from 1
2017