

Researcher Payscales Effective 1st January 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 (€)	10.95%	20%	
** Research Assistant (level 1)	1	€22,609	2,476	4,522	29,606
	2	€23,585	2,583	4,717	30,885
	3	€24,650	2,699	4,930	32,279
	4	€25,358	2,777	5,072	33,206
	5	€26,068	2,854	5,214	34,136
	6	€26,838	2,939	5,368	35,144
	7	€27,222	2,981	5,444	35,647
	8	€28,008	3,067	5,602	36,676
	9	€28,816	3,155	5,763	37,735
	10	€29,649	3,247	5,930	38,825
	11	€30,509	3,341	6,102	39,952
	12	€31,079	3,403	6,216	40,698
	13	€31,957	3,499	6,391	41,848
	14	€32,698	3,580	6,540	42,818
	15	€33,301	3,646	6,660	43,608
	16	€34,245	3,750	6,849	44,844
	17	€35,218	3,856	7,044	46,118
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** Post Doctorate Researcher (Level 2)	1	€37,874	4,147	7,575	49,596
	2	€38,417	4,207	7,683	50,307
	3	€40,221	4,404	8,044	52,669
	4	€41,373	4,530	8,275	54,178
	5	€42,559	4,660	8,512	55,731
	6	€43,782	4,794	8,756	57,333
	7	€45,041	4,932	9,008	58,981
	8	€46,337	5,074	9,267	60,678
	9	€47,673	5,220	9,535	62,428
	10	€49,048	5,371	9,810	64,228
** Research Fellow (Level 3)	1	€54,717	5,992	10,943	71,652
	2	€56,304	6,165	11,261	73,730
	3	€57,938	6,344	11,588	74,565
	4	€59,622	6,529	11,924	78,075
** Senior Research Fellow (Level 4)	1	€66,559	7,288	13,312	87,159
	2	€68,501	7,501	13,700	89,702
	3	€69,423	7,602	13,885	90,909
	4	€71,429	7,821	14,286	93,536

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 10.85%. 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
JAN-20