

Guidelines for Contract Researchers Salary Scales 2017 - Applicable from 1st April 2017

		CURRENT RATE (Applicable from 01 April 2017)			
		GROSS SALARY	Obligatory contribution	Obligatory contribution	Budget amount
Column 1		Column 2	Column 3	Column 3	Column 4
Researcher Salary Scales		Gross Salary/ annum (€)	Employer's PRSI @ 10.75% (€)	Employer's Pension @ 20% (€)	Annual cost to budget (€)
Research Assistant LEVEL 1	Point 1	21,459	2,307	4,292	28,058
	Point 2	22,384	2,406	4,477	29,268
	Point 3	23,396	2,515	4,679	30,591
	Point 4	24,069	2,587	4,814	31,470
	Point 5	24,761	2,662	4,952	32,374
	Point 6	25,473	2,738	5,095	33,306
	Point 7	25,838	2,778	5,168	33,783
	Point 8	26,583	2,858	5,317	34,758
	Point 9	27,351	2,940	5,470	35,761
	Point 10	28,142	3,025	5,628	36,795
	Point 11	28,956	3,113	5,791	37,860
	Point 12	29,794	3,203	5,959	38,956
	Point 13	30,635	3,293	6,127	40,056
	Point 14	31,502	3,386	6,300	41,189
	Point 15	32,083	3,449	6,417	41,949
	Point 16	32,993	3,547	6,599	43,138
	Point 17	33,930	3,647	6,786	44,363
Post-Doctorate Researcher LEVEL 2	Point 1	36,488	3,922	7,298	47,709
	Point 2	37,013	3,979	7,403	48,394
	Point 3	38,750	4,166	7,750	50,666
	Point 4	39,860	4,285	7,972	52,117
	Point 5	41,003	4,408	8,201	53,611
	Point 6	42,181	4,534	8,436	55,152
	Point 7	43,394	4,665	8,679	56,738
	Point 8	44,643	4,799	8,929	58,371
	Point 9	45,930	4,937	9,186	60,053
	Point 10	47,255	5,080	9,451	61,786
Research Fellow LEVEL 3	Point 1	52,716	5,667	10,543	68,926
	Point 2	54,245	5,831	10,849	70,925
	Point 3	55,820	6,001	11,164	72,985
	Point 4	57,442	6,175	11,488	75,105
Senior Research Fellow LEVEL 4	Point 1	64,125	6,893	12,825	83,843
	Point 2	65,996	7,095	13,199	86,290
	Point 3	66,000	7,095	13,200	86,295
	Point 4	66,925	7,194	13,385	87,504

You are obliged under the Fixed Term Workers Act (2003) to provide Pension Costs for temporary and contract staff. In accordance with the Employment Control Framework, and in recognition of the fact that staff in contract research and other externally funded posts have entitlements to future pension benefits which is a deferred cost or liability for the Exchequer, any such new posts created or any renewal / renegotiation of existing contracts must include an employer's pension contribution charge of 20% of gross pay. This represents the estimated contribution required from the project funder, in addition to the employee's own personal pension contribution, to cover the deferred cost to the Exchequer of future pension entitlements.

HOW MUCH SHOULD I PAY?	
The relevant scale will relate to the nature of the work. These are the TYPICAL qualifications/ experience you would expect for this level of remuneration.	
Minimum of primary Degree in relevant discipline with little or no research experience.	
For higher points on scale secondary degree (Masters/PhD) and/or some research experience desirable.	
Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.	
Consideration also needs to be given to government policy in respect of direct entry level grades and the application of a 10% cut in gross salary for new entrants.	
Minimum of PhD or equivalent* research experience (including industrial R&D).	
Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.	
* EU defines PhD equivalent 4 years fulltime research after primary degree	
Minimum of significant post-doctoral and/or industrial research experience. Capable of independent research	
Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.	
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	
Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.	

Guidelines for Contract Researchers Salary Scales 2017

Please note that these scales are only guidelines and have no legal basis. Situations may arise where it is not appropriate to use the researcher salary scale guidelines as funding may not allow it or alternatively the scales may pose a restriction to the recruitment of appropriately qualified researchers.

Who do the new scales apply to?

The revision of the IUA advisory salary scales is intended to apply to all grant applications and renewals made post 1 April 2017.

Should an Employer Pension contribution of 20% be included as part of the overall budget?

In recognition of the fact that staff in contract research and other externally funded posts have entitlements to future pension benefits which is a deferred cost or liability for the Exchequer any such new posts created or any renewal / renegotiation of existing contracts must include an employer's pension contribution charge of 20% of gross pay. This represents the estimated contribution required from the project funder, in addition to the employee's own personal pension contribution, to cover the deferred cost to the Exchequer of future pension entitlements.

HOW TO USE THE GUIDELINES

A. Decide on the level of experience you require for the research (Column 1) and at what level you would like to advertise the post (Column 2). Please ensure that you use the rates that will apply at the time of receipt of funding (see Rates above).

B. Allow for Annual Salary Scale point increases.

C. In general, additional ANNUAL costs to your budget, as an employer will be employers PRSI contribution and pension costs. The employers PRSI contribution is 10.75%. In accordance with the Employment Control Framework, and in recognition of the fact that staff in contract research and other externally funded posts have entitlements to future pension benefits which is a deferred cost or liability for the Exchequer, any such new posts created or any renewal / renegotiation of existing contracts **must** include an employer's pension contribution charge of 20% of gross pay. You should contact your own university for information on the pension scheme for contract researchers.