

Guidelines for Contract Researchers Salary Scales 2007

Version 20: updated 12th July 2007 to take account of NWA of 2% in June 2007, and known future NWA

		CURRENT RATE				
		GROSS SALARY	Obligatory contribution	Additional Costs - see Notes C,1,2	Budget amount	
July 2007 rates		Column 2	Column 3	Column 4	Column 5	Column 6
Researcher Salary Scales		Gross Salary/ annum (€)	Employer's PRSI @ 10.75% (€)	Employer's Pension @ 20% * C.1.2 (€)	Social costs @ 5% * C.1.2 (€)	Annual cost to budget
Research Assistant LEVEL 1	Pont 1	21,906	2,355	4,381	1,095	29,737
	Pont 2	22,759	2,447	4,552	1,138	30,896
	Pont 3	23,629	2,540	4,726	1,181	32,076
	Pont 4	24,534	2,637	4,907	1,227	33,304
	Pont 5	25,474	2,738	5,095	1,274	34,581
	Pont 6	26,288	2,826	5,258	1,314	35,687
	Pont 7	27,108	2,914	5,422	1,355	36,799
	Pont 8	27,911	3,000	5,582	1,396	37,890
	Pont 9	27,980	3,008	5,596	1,399	37,982
	Pont 10	29,006	3,118	5,801	1,450	39,376
	Pont 11	30,018	3,227	6,004	1,501	40,749
	Pont 12	31,053	3,338	6,211	1,553	42,154
	Pont 13	32,334	3,476	6,467	1,617	43,894
	Pont 14	33,900	3,644	6,780	1,695	46,019
	Pont 15	35,462	3,812	7,092	1,773	48,140
Post-Doctorate Researcher LEVEL 2	Pont 1	38,623	4,152	7,725	1,931	52,431
	Pont 2	40,476	4,351	8,095	2,024	54,946
	Pont 3	42,360	4,554	8,472	2,118	57,504
	Pont 4	43,880	4,717	8,776	2,194	59,568
	Pont 5	45,401	4,881	9,080	2,270	61,631
	Pont 6	46,964	5,049	9,393	2,348	63,753
	Pont 7	48,550	5,219	9,710	2,427	65,907
	Pont 8	50,130	5,389	10,026	2,507	68,052
	Pont 9	51,715	5,559	10,343	2,586	70,203
	Pont 10	53,314	5,731	10,663	2,666	72,373
	Pont 11	54,774	5,888	10,955	2,739	74,356
Research Fellow LEVEL 3	Pont 1	59,929	6,442	11,986	2,996	81,354
	Pont 2	64,779	6,964	12,956	3,239	87,937
	Pont 3	69,625	7,485	13,925	3,481	94,516
	Pont 4	74,473	8,006	14,895	3,724	101,097
	Pont 5	79,306	8,525	15,861	3,965	107,658
Senior Research Fellow LEVEL 4	Pont 1	76,479	8,222	15,296	3,824	103,821
	Pont 2	80,345	8,637	16,069	4,017	109,068
	Pont 3	84,234	9,055	16,847	4,212	114,348
	Pont 4	88,097	9,470	17,619	4,405	119,592
	Pont 5	91,935	9,883	18,387	4,597	124,802

IMPACT OF NATIONAL WAGE AGREEMENTS UP TO 2009

GROSS SALARY - Please see Note C below for other costs that must be included.

March 08 Rate	September 08 Rate
Gross with 2.5% NWA in March 08	Gross with 2.5% NWA in Sept. 08

22,454	23,015
23,328	23,911
24,220	24,825
25,147	25,776
26,111	26,764
26,946	27,619
27,785	28,480
28,609	29,324
28,679	29,396
29,731	30,474
30,768	31,537
31,829	32,625
33,143	33,971
34,747	35,616
36,349	37,257
39,588	40,578
41,487	42,525
43,419	44,505
44,977	46,102
46,536	47,699
48,138	49,341
49,764	51,008
51,383	52,668
53,008	54,333
54,647	56,013
56,143	57,547
61,427	62,963
66,398	68,058
71,366	73,150
76,335	78,243
81,289	83,321
78,391	80,351
82,353	84,412
86,340	88,498
90,300	92,557
94,233	96,589

You are obliged under the Fixed Term Workers Act (2003) to provide Pension and Social Costs for temporary and contract staff. Please include an additional 20% to cover Pension and 5% to cover Social Costs. See notes below for exceptions.

HOW MUCH SHOULD I PAY?

The point on the scale will relate to the nature of the work. These are the TYPICAL qualifications/ experience you would expect for this level of remuneration.
<p>Minimum of primary Degree in relevant discipline with little or no research experience.</p> <p>For higher points on scale secondary degree (Masters/PhD) and/or some research experience desirable.</p> <p>Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.</p>
<p>Minimum of PhD or equivalent* research experience (including industrial R&D).</p> <p>Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.</p> <p>* EU defines PhD equivalent 4 years fulltime research after primary degree</p>
<p>Minimum of significant post-doctoral and/or industrial research experience.</p> <p>Capable of independent research</p> <p>Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.</p>
<p>Minimum of very significant post-doctoral and/or industrial research experience.</p> <p>Record of post-graduate supervision, international collaboration and funding acquisition</p> <p>Record of research leadership and research management</p> <p>Level on scale dependent on funding availability and experience, and will also be market-driven and discipline-related.</p>

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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 and an annual increase of 5% to take account of future National Wage Agreements (NWAs).

C. In general, additional ANNUAL costs to your budget, as an employer, will be Employers PRSI contribution @10.75%, Employers pension contribution @20% and Employers provision for social costs @5%.

However, there are some exceptions to this general rule. It is important that you refer to the notes on Pension and Social costs and include beneath your budget any explanatory notes indicated.