

Guidelines for Contract Researchers Salary Scales 2009/2010

Version 21: Updated March 2009

March 2009 Rates		CURRENT RATE				
		GROSS SALARY	Obligatory contribution	Additional Costs - see Notes C		Budget amount
Column 1	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% (€)	Social costs @ 5% (€)	Annual cost to budget	
Research Assistant LEVEL 1	Point 1 23,015	2,474	4,603	1,151	31,243	
	Point 2 23,911	2,570	4,782	1,196	32,460	
	Point 3 24,825	2,669	4,965	1,241	33,700	
	Point 4 25,776	2,771	5,155	1,289	34,990	
	Point 5 26,764	2,877	5,353	1,338	36,331	
	Point 6 27,619	2,969	5,524	1,381	37,493	
	Point 7 28,480	3,062	5,696	1,424	38,661	
	Point 8 29,324	3,152	5,865	1,466	39,808	
	Point 9 29,396	3,160	5,879	1,470	39,905	
	Point 10 30,474	3,276	6,095	1,524	41,369	
	Point 11 31,537	3,390	6,307	1,577	42,812	
	Point 12 32,625	3,507	6,525	1,631	44,288	
	Point 13 33,971	3,652	6,794	1,699	46,116	
	Point 14 35,616	3,829	7,123	1,781	48,349	
	Point 15 37,257	4,005	7,451	1,863	50,577	
Post-Doctorate Researcher LEVEL 2	Point 1 40,578	4,362	8,116	2,029	55,085	
	Point 2 42,525	4,571	8,505	2,126	57,727	
	Point 3 44,505	4,784	8,901	2,225	60,415	
	Point 4 46,102	4,956	9,220	2,305	62,583	
	Point 5 47,699	5,128	9,540	2,385	64,752	
	Point 6 49,341	5,304	9,868	2,467	66,981	
	Point 7 51,008	5,483	10,202	2,550	69,243	
	Point 8 52,668	5,662	10,534	2,633	71,497	
	Point 9 54,333	5,841	10,867	2,717	73,757	
	Point 10 56,013	6,021	11,203	2,801	76,037	
	Point 11 57,547	6,186	11,509	2,877	78,120	
Research Fellow LEVEL 3	Point 1 62,963	6,769	12,593	3,148	85,472	
	Point 2 68,058	7,316	13,612	3,403	92,389	
	Point 3 73,150	7,864	14,630	3,658	99,301	
	Point 4 78,243	8,411	15,649	3,912	106,215	
	Point 5 83,321	8,957	16,664	4,166	113,108	
Senior Research Fellow LEVEL 4	Point 1 80,351	8,638	16,070	4,018	109,077	
	Point 2 84,412	9,074	16,882	4,221	114,589	
	Point 3 88,498	9,514	17,700	4,425	120,136	
	Point 4 92,557	9,950	18,511	4,628	125,647	
	Point 5 96,589	10,383	19,318	4,829	131,120	

IMPACT OF NATIONAL WAGE AGREEMENTS UP TO 2010	
GROSS SALARY - Please see Note C below for other costs that must be included.	
September '09 Rate	June '10 Rate
Gross with 3.5% NWA in September '09	Gross with 2.5% NWA in June '10
23,821	24,416
24,748	25,367
25,694	26,337
26,678	27,345
27,700	28,393
28,586	29,301
29,477	30,214
30,351	31,109
30,425	31,186
31,541	32,330
32,641	33,457
33,766	34,611
35,160	36,039
36,862	37,784
38,561	39,525
41,998	43,048
44,013	45,113
46,062	47,214
47,715	48,908
49,369	50,603
51,068	52,345
52,793	54,113
54,511	55,874
56,234	57,640
57,973	59,423
59,561	61,050
65,167	66,796
70,440	72,201
75,710	77,603
80,981	83,006
86,237	88,393
83,164	85,243
87,367	89,551
91,596	93,886
95,797	98,192
99,970	102,469

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.

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.	
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.	
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.	

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. Please note that there is no guarantee that the government will implement the national wage agreement increments.

C. In general, additional ANNUAL costs to your budget, as an employer will be employers PRSI contribution and pension / social costs. The employers PRSI contribution is @10.75%. The universities have collectively agreed the pension contribution @20% and Social costs @5%. Note that the public funding agencies have varying policies on providing pension / social costs and you should contact them directly for details. Also you should contact your own university for information on the pension scheme for contract researchers.