

Revised Research Salary Scales applicable wef 1st October 2022

				Minimum Requirements (also see Appendix 1: Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience)	
		Revised Feb '22	Oct '22		
Research Assistant A	Point 1	28,201	28,701		Primary Degree (level 8), with little or no research experience
	Point 2	28,998	29,498		
	Point 3	29,405	29,906		
	Point 4	30,240	30,740		
	Point 5	31,098	31,597		
	Point 6	31,982	32,481		
	Point 7	32,894	33,394		
	Point 8	33,499	33,999		
	Point 9	34,430	34,930		
	Point 10	35,216	35,716		
	Point 11	35,855	36,356		
	Point 12	36,858	37,358		
	Point 13	37,890	38,390		
Research Assistant B	Point 1	31,982	32,481		Primary Degree (level 8), And at least 2 years wholetime equivalent experience
	Point 2	32,894	33,394		
	Point 3	33,499	33,999		
	Point 4	34,430	34,930		
	Point 5	35,216	35,716		
	Point 6	35,855	36,356		
	Point 7	36,858	37,358		
	Point 8	37,890	38,390		

Senior Research Assistant A	Point 1	31,922	32,422		Masters Degree (level 9) in relevant discipline or 5 years post-graduation research experience in the public or private Sectors.
	Point 2	32,830	33,330		
	Point 3	33,435	33,935		
	Point 4	34,391	34,891		
	Point 5	35,200	35,700		
	Point 6	35,866	36,366		
	Point 7	36,894	37,394		
	Point 8	37,951	38,451		
	Point 9	39,040	39,540		
	Point 10	40,164	40,664		
Senior Research Assistant B	Point 1	35,866	36,366		Masters Degree in relevant discipline And 2 years post-graduation research experience in the public or private Sectors.
	Point 2	36,894	37,394		
	Point 3	37,951	38,451		
	Point 4	39,040	39,540		
	Point 5	40,164	40,664		
Post-Doctoral Researcher	Point 1	43,198	43,699		PhD
	Point 2	44,421	44,921		
	Point 3	45,679	46,180		
	Point 4	46,977	47,477		
	Point 5	48,313	48,813		
	Point 6	49,689	50,189		
	Point 7	51,107	51,617		
	Point 8	52,566	53,091		
Senior Post-Doctoral Researcher	Point 1	48,313	48,813		PhD And 5 years research experience in public or private sector
	Point 2	49,689	50,189		
	Point 3	51,107	51,617		
	Point 4	52,566	53,091		
Research Fellow	Point 1	58,641	59,227		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2	60,342	60,945		
	Point 3	62,094	62,715		
	Point 4	63,898	64,537		

Senior Research Fellow	Point 1	71,332	72,045	Very Significant Post-Doc experience (minimum 10 years) Or Very Significant Industrial R&D experience. Track record of achievements commensurate with experience such as record of Post-Graduate supervision, international collaboration and funding acquisition. Record of research leadership and research management.
	Point 2	73,413	74,147	
	Point 3	74,402	75,146	
	Point 4	76,552	77,317	

For Post-Doctoral Research posts, the PhD award may not have been made at the time of appointment but the examination process must be entirely complete and the only outstanding element is the actual graduation.

Appendix 1

Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience

Candidate's highest Qualification	The Candidate has the following Experience	This is the appropriate Salary Scale	Additional Comments
Primary degree (level 8)	Little or no post-qualification experience (less than 2 years)	Research Assistant A	
Primary degree (level 8)	At least two years wholetime equivalent post-qualification experience (but less than 5 years)	Research Assistant B	Post-qualification experience must be evidenced with statements from relevant organisation, or other documentary evidence of employment/research.
Primary degree (level 8)	At least five years wholetime equivalent post-qualification research experience in the public or private sectors	Senior Research Assistant A	Post-qualification research experience must be evidenced with statements from relevant body
Masters degree (level 9)	Little or no post-qualification experience (anything less than 2 years)	Senior Research Assistant A	Evidence of Masters to be provided
Masters degree (level 9)	At least two years wholetime equivalent post-qualification research experience in the public or private sectors	Senior Research Assistant B	Evidence of Masters and Post-qualification research experience to be provided
PhD	Little or no post-PhD qualification experience	Post Doctoral Researcher	Evidence of PhD to be provided or see* below.
PhD	At least five years research experience in the public or private sectors, subsequent to obtaining the PhD	Senior Post Doctoral Researcher	Evidence of PhD and Post-qualification research experience to be provided.

** For Post-Doctoral Research posts, the PhD award may not have been made at the time of appointment but the examination process must be entirely complete and the only outstanding element is the actual graduation.*