

Research Salary Scales applicable w.e.f. 1st February 2022

| <p style="text-align: right;">Minimum Requirements (also see Appendix 1: Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience)</p> | | | | |
|--|----------|--------|--|--|
| Research Assistant A | Point 1 | 27,380 | | Primary Degree (level 8), with little or no research experience |
| | Point 2 | 28,153 | | |
| | Point 3 | 28,549 | | |
| | Point 4 | 29,359 | | |
| | Point 5 | 30,192 | | |
| | Point 6 | 31,050 | | |
| | Point 7 | 31,936 | | |
| | Point 8 | 32,523 | | |
| | Point 9 | 33,427 | | |
| | Point 10 | 34,190 | | |
| | Point 11 | 34,811 | | |
| | Point 12 | 35,784 | | |
| | Point 13 | 36,786 | | |
| Research Assistant B | Point 1 | 31,050 | | Primary Degree (level 8), And at least 2 years wholetime equivalent experience |
| | Point 2 | 31,936 | | |
| | Point 3 | 32,523 | | |
| | Point 4 | 33,427 | | |
| | Point 5 | 34,190 | | |
| | Point 6 | 34,811 | | |
| | Point 7 | 35,784 | | |
| | Point 8 | 36,786 | | |

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|--|----------|--------|--|---|
| Senior Research Assistant A | Point 1 | 30,992 | | Masters Degree (level 9) in relevant discipline or 5 years post-graduation research experience in the public or private Sectors. |
| | Point 2 | 31,874 | | |
| | Point 3 | 32,461 | | |
| | Point 4 | 33,389 | | |
| | Point 5 | 34,175 | | |
| | Point 6 | 34,821 | | |
| | Point 7 | 35,819 | | |
| | Point 8 | 36,846 | | |
| | Point 9 | 37,903 | | |
| | Point 10 | 38,994 | | |
| Senior Research Assistant B | Point 1 | 34,821 | | Masters Degree in relevant discipline And 2 years post-graduation research experience in the public or private Sectors. |
| | Point 2 | 35,819 | | |
| | Point 3 | 36,846 | | |
| | Point 4 | 37,903 | | |
| | Point 5 | 38,994 | | |
| Post-Doctoral Researcher | Point 1 | 41,940 | | PhD |
| | Point 2 | 43,127 | | |
| | Point 3 | 44,349 | | |
| | Point 4 | 45,609 | | |
| | Point 5 | 46,906 | | |
| | Point 6 | 48,242 | | |
| | Point 7 | 49,618 | | |
| | Point 8 | 51,035 | | |
| Senior Post-Doctoral Researcher | Point 1 | 46,906 | | PhD And 5 years research experience in public or private sector |
| | Point 2 | 48,242 | | |
| | Point 3 | 49,618 | | |
| | Point 4 | 51,035 | | |
| Research Fellow | Point 1 | 56,933 | | Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research. |
| | Point 2 | 58,584 | | |
| | Point 3 | 60,285 | | |
| | Point 4 | 62,037 | | |

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|-------------------------------|---------|--------|--|--|
| Senior Research Fellow | Point 1 | 69,254 | | 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 | 71,275 | | |
| | Point 3 | 72,235 | | |
| | Point 4 | 74,322 | | |

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.*