

Research Salary Scales applicable w.e.f. 1st July 2016

<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	20,459		Primary Degree (level 8), with little or no research experience
	Point 2	21,384		
	Point 3	22,396		
	Point 4	23,069		
	Point 5	23,761		
	Point 6	24,473		
	Point 7	24,838		
	Point 8	25,583		
	Point 9	26,351		
	Point 10	27,142		
	Point 11	27,956		
	Point 12	28,794		
	Point 13	29,635		
	Point 14	30,502		
	Point 15	31,083		
	Point 16	31,993		
	Point 17	32,930		
Research Assistant B	Point 1	27,142		Primary Degree (level 8), And at least 2 years wholetime equivalent experience
	Point 2	27,956		
	Point 3	28,794		
	Point 4	29,635		
	Point 5	30,502		
	Point 6	31,083		
	Point 7	31,993		
	Point 8	32,930		

Senior Research Assistant A	Point 1	27,088		Masters Degree (level 9) in relevant discipline or 5 years post-graduation research experience in the public or private Sectors.
	Point 2	27,901		
	Point 3	28,738		
	Point 4	29,600		
	Point 5	30,488		
	Point 6	31,092		
	Point 7	32,024		
	Point 8	32,985		
	Point 9	33,975		
	Point 10	34,994		
Senior Research Assistant B	Point 1	31,092		Masters Degree in relevant discipline And 2 years post-graduation research experience in the public or private Sectors.
	Point 2	32,024		
	Point 3	32,985		
	Point 4	33,975		
	Point 5	34,994		
Post-Doctoral Researcher	Point 1	37,750		PhD
	Point 2	38,860		
	Point 3	40,003		
	Point 4	41,181		
	Point 5	42,394		
	Point 6	43,643		
	Point 7	44,930		
	Point 8	46,255		
Senior Post-Doctoral Researcher	Point 1	42,394		PhD And 5 years research experience in public or private sector
	Point 2	43,643		
	Point 3	44,930		
	Point 4	46,255		
Research Fellow	Point 1	51,716		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2	53,245		
	Point 3	54,820		
	Point 4	56,442		

Senior Research Fellow	Point 1	63,125		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	64,996		
	Point 3	65,000**		
	Point 4	65,032**		

*** Adjusted under Financial Emergency Measures in the Public Interest Act 2013.*

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
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.*