

Research Salary Scales applicable w.e.f. 1<sup>st</sup> January 2019

<p style="text-align: right;"><b>Minimum Requirements</b> (also see Appendix 1: Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience)</p>				
<b>Research Assistant A</b>	Point 1	22,109		Primary Degree (level 8), with little or no research experience
	Point 2	23,064		
	Point 3	24,105		
	Point 4	24,798		
	Point 5	25,511		
	Point 6	26,245		
	Point 7	26,621		
	Point 8	27,390		
	Point 9	28,180		
	Point 10	28,994		
	Point 11	29,835		
	Point 12	30,393		
	Point 13	31,251		
	Point 14	32,135		
	Point 15	32,728		
	Point 16	33,656		
	Point 17	34,612		
<b>Research Assistant B</b>	Point 1	28,994		Primary Degree (level 8), <b>And</b> at least 2 years wholetime equivalent experience
	Point 2	29,835		
	Point 3	30,393		
	Point 4	31,251		
	Point 5	32,135		
	Point 6	32,728		
	Point 7	33,656		
	Point 8	34,612		

<b>Senior Research Assistant A</b>	Point 1	28,940		Masters Degree (level 9) in relevant discipline <b>or</b> 5 years post-graduation research experience in the public or private Sectors.
	Point 2	29,777		
	Point 3	30,335		
	Point 4	31,215		
	Point 5	32,121		
	Point 6	32,737		
	Point 7	33,688		
	Point 8	34,668		
	Point 9	35,678		
	Point 10	36,718		
<b>Senior Research Assistant B</b>	Point 1	32,737		Masters Degree in relevant discipline <b>And</b> 2 years post-graduation research experience in the public or private Sectors.
	Point 2	33,688		
	Point 3	34,668		
	Point 4	35,678		
	Point 5	36,718		
<b>Post-Doctoral Researcher</b>	Point 1	39,529		PhD
	Point 2	40,661		
	Point 3	41,827		
	Point 4	43,029		
	Point 5	44,266		
	Point 6	45,540		
	Point 7	46,853		
	Point 8	48,205		
<b>Senior Post-Doctoral Researcher</b>	Point 1	44,266		PhD <b>And</b> 5 years research experience in public or private sector
	Point 2	45,540		
	Point 3	46,853		
	Point 4	48,205		
<b>Research Fellow</b>	Point 1	53,776		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2	55,335		
	Point 3	56,942		
	Point 4	58,597		

<b>Senior Research Fellow</b>	Point 1	65,414		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	67,323		
	Point 3	68,229		
	Point 4	70,200		

*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.*