

Research Salary Scales applicable w.e.f. 1<sup>st</sup> January 2020

<b>Minimum Requirements</b> (also see Appendix 1: Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience)			
<b>Research Assistant A</b>	Point 1	22,609	Primary Degree (level 8), with little or no research experience
	Point 2	23,585	
	Point 3	24,650	
	Point 4	25,358	
	Point 5	26,087	
	Point 6	26,838	
	Point 7	27,222	
	Point 8	28,008	
	Point 9	28,816	
	Point 10	29,649	
	Point 11	30,509	
	Point 12	31,079	
	Point 13	31,957	
	Point 14	32,698	
	Point 15	33,301	
	Point 16	34,245	
	Point 17	35,218	
<b>Research Assistant B</b>	Point 1	29,649	Primary Degree (level 8), <b>And</b> at least 2 years wholetime equivalent experience
	Point 2	30,509	
	Point 3	31,079	
	Point 4	31,957	
	Point 5	32,698	
	Point 6	33,301	
	Point 7	34,245	
	Point 8	35,218	

<b>Senior Research Assistant A</b>	Point 1	29,593		Masters Degree (level 9) in relevant discipline <b>or</b> 5 years post-graduation research experience in the public or private Sectors.
	Point 2	30,449		
	Point 3	31,020		
	Point 4	31,920		
	Point 5	32,683		
	Point 6	33,310		
	Point 7	34,278		
	Point 8	35,275		
	Point 9	36,302		
	Point 10	37,361		
<b>Senior Research Assistant B</b>	Point 1	33,310		Masters Degree in relevant discipline <b>And</b> 2 years post-graduation research experience in the public or private Sectors.
	Point 2	34,278		
	Point 3	35,275		
	Point 4	36,302		
	Point 5	37,361		
<b>Post-Doctoral Researcher</b>	Point 1	40,221		PhD
	Point 2	41,373		
	Point 3	42,559		
	Point 4	43,782		
	Point 5	45,041		
	Point 6	46,337		
	Point 7	47,673		
	Point 8	49,048		
<b>Senior Post-Doctoral Researcher</b>	Point 1	45,041		PhD <b>And</b> 5 years research experience in public or private sector
	Point 2	46,337		
	Point 3	47,673		
	Point 4	49,048		
<b>Research Fellow</b>	Point 1	54,717		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2	56,303		
	Point 3	57,938		
	Point 4	59,622		

<b>Senior Research Fellow</b>	Point 1	66,559		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	68,501		
	Point 3	69,423		
	Point 4	71,429		

*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.*