

Research Salary Scales applicable w.e.f. 1st October 2021

<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	27,109		Primary Degree (level 8), with little or no research experience
	Point 2	27,874		
	Point 3	28,267		
	Point 4	29,069		
	Point 5	29,893		
	Point 6	30,742		
	Point 7	31,620		
	Point 8	32,201		
	Point 9	33,096		
	Point 10	33,852		
	Point 11	34,467		
	Point 12	35,430		
	Point 13	36,422		
Research Assistant B	Point 1	30,742		Primary Degree (level 8), And at least 2 years wholetime equivalent experience
	Point 2	31,620		
	Point 3	32,201		
	Point 4	33,096		
	Point 5	33,852		
	Point 6	34,467		
	Point 7	35,430		
	Point 8	36,422		

Senior Research Assistant A	Point 1	30,685		Masters Degree (level 9) in relevant discipline or 5 years post-graduation research experience in the public or private Sectors.
	Point 2	31,558		
	Point 3	32,140		
	Point 4	33,058		
	Point 5	33,837		
	Point 6	34,476		
	Point 7	35,464		
	Point 8	36,481		
	Point 9	37,528		
	Point 10	38,608		
Senior Research Assistant B	Point 1	34,476		Masters Degree in relevant discipline And 2 years post-graduation research experience in the public or private Sectors.
	Point 2	35,464		
	Point 3	36,481		
	Point 4	37,528		
	Point 5	38,608		
Post-Doctoral Researcher	Point 1	41,525		PhD
	Point 2	42,700		
	Point 3	43,910		
	Point 4	45,157		
	Point 5	46,442		
	Point 6	47,764		
	Point 7	49,127		
	Point 8	50,529		
Senior Post-Doctoral Researcher	Point 1	46,442		PhD And 5 years research experience in public or private sector
	Point 2	47,764		
	Point 3	49,127		
	Point 4	50,529		
Research Fellow	Point 1	56,369		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2	58,004		
	Point 3	59,688		
	Point 4	61,423		

Senior Research Fellow	Point 1	68,569		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	70,569		
	Point 3	71,520		
	Point 4	73,586		

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.*