

Revised Research Salary Scales applicable w.e.f. 1st January 2024

		Oct 2023		Jan-24		
						<p>Minimum Requirements</p> <p>(also see Appendix 1: Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience)</p>
Research Assistant A	Point 1		30,025	31,150		Primary Degree (level 8), with little or no research experience
	Point 2		30,838	31,963		
	Point 3		31,254	32,379		
	Point 4		32,105	33,230		
	Point 5		32,979	34,104		
	Point 6		33,881	35,006		
	Point 7		34,812	35,937		
	Point 8		35,429	36,554		
	Point 9		36,378	37,503		
	Point 10		37,180	38,305		
	Point 11		37,833	38,958		
	Point 12		38,855	39,980		
	Point 13		39,908	41,033		
Research Assistant B	Point 1		33,881	35,006		Primary Degree (level 8), And at least 2 years wholetime equivalent experience
	Point 2		34,812	35,937		
	Point 3		35,429	36,554		
	Point 4		36,379	37,504		
	Point 5		37,180	38,305		
	Point 6		37,833	38,958		
	Point 7		38,855	39,980		
	Point 8		39,908	41,033		

Senior Research Assistant A	Point 1		33,820	34,945		Masters Degree (level 9) in relevant discipline or 5 years post-graduation research experience in the public or private Sectors.
	Point 2		34,747	35,872		
	Point 3		35,364	36,489		
	Point 4		36,339	37,464		
	Point 5		37,164	38,289		
	Point 6		37,843	38,968		
	Point 7		38,892	40,017		
	Point 8		39,970	41,095		
	Point 9		41,081	42,206		
	Point 10		42,227	43,352		
Senior Research Assistant B	Point 1		37,843	38,968		Masters Degree in relevant discipline And 2 years post-graduation research experience in the public or private Sectors.
	Point 2		38,892	40,017		
	Point 3		39,970	41,095		
	Point 4		41,081	42,206		
	Point 5		42,227	43,352		
Post-Doctoral Researcher	Point 1		45,322	46,447		PhD
	Point 2		46,569	47,694		
	Point 3		47,854	48,979		
	Point 4		49,177	50,302		
	Point 5		50,540	51,677		
	Point 6		51,961	53,130		
	Point 7		53,440	54,642		
	Point 8		54,965	56,202		
Senior Post-Doctoral Researcher	Point 1		50,540	51,677		PhD And 5 years research experience in public or private sector
	Point 2		51,961	53,130		
	Point 3		53,440	54,642		
	Point 4		54,965	56,202		
Research Fellow	Point 1		61,318	62,698		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2		63,096	64,516		
	Point 3		64,928	66,389		
	Point 4		66,815	68,318		
Senior Research Fellow	Point 1		74,589	76,267		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		76,765	78,492		
	Point 3		77,799	79,549		
	Point 4		80,046	81,847		

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*