

**Revised Research Salary Scales applicable w.e.f. 1<sup>st</sup> March 2023**

				<b>Minimum Requirements</b> (also see Appendix 1: Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience)	
		March 2023			
<b>Research Assistant A</b>	Point 1		29,275		Primary Degree (level 8), with little or no research experience
	Point 2		30,088		
	Point 3		30,504		
	Point 4		31,355		
	Point 5		32,229		
	Point 6		33,131		
	Point 7		34,062		
	Point 8		34,679		
	Point 9		35,628		
	Point 10		36,430		
	Point 11		37,083		
	Point 12		38,105		
	Point 13		39,158		
<b>Research Assistant B</b>	Point 1		33,131		Primary Degree (level 8), <b>And</b> at least 2 years wholetime equivalent experience
	Point 2		34,062		
	Point 3		34,679		
	Point 4		35,629		
	Point 5		36,430		
	Point 6		37,083		
	Point 7		38,105		
	Point 8		39,158		

<b>Senior Research Assistant A</b>	Point 1		33,070		Masters Degree (level 9) in relevant discipline <b>or</b> 5 years post-graduation research experience in the public or private Sectors.
	Point 2		33,997		
	Point 3		34,614		
	Point 4		35,589		
	Point 5		36,414		
	Point 6		37,093		
	Point 7		38,142		
	Point 8		39,220		
	Point 9		40,331		
	Point 10		41,477		
<b>Senior Research Assistant B</b>	Point 1		37,093		Masters Degree in relevant discipline <b>And</b> 2 years post-graduation research experience in the public or private Sectors.
	Point 2		38,142		
	Point 3		39,220		
	Point 4		40,331		
	Point 5		41,477		
<b>Post-Doctoral Researcher</b>	Point 1		44,572		PhD
	Point 2		45,819		
	Point 3		47,104		
	Point 4		48,427		
	Point 5		49,789		
	Point 6		51,193		
	Point 7		52,650		
	Point 8		54,153		
<b>Senior Post-Doctoral Researcher</b>	Point 1		49,789		PhD <b>And</b> 5 years research experience in public or private sector
	Point 2		51,193		
	Point 3		52,650		
	Point 4		54,153		
<b>Research Fellow</b>	Point 1		60,412		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2		62,164		
	Point 3		63,969		
	Point 4		65,828		

<b>Senior Research Fellow</b>	Point 1		73,486		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		75,630		
	Point 3		76,649		
	Point 4		78,863		

*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.*