

Revised Research Salary Scales applicable w.e.f. 1st October 2023

				Minimum Requirements (also see Appendix 1: Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience)	
		Oct 2023			
Research Assistant A	Point 1		30,025		Primary Degree (level 8), with little or no research experience
	Point 2		30,838		
	Point 3		31,254		
	Point 4		32,105		
	Point 5		32,979		
	Point 6		33,881		
	Point 7		34,812		
	Point 8		35,429		
	Point 9		36,378		
	Point 10		37,180		
	Point 11		37,833		
	Point 12		38,855		
	Point 13		39,908		
Research Assistant B	Point 1		33,881		Primary Degree (level 8), And at least 2 years wholetime equivalent experience
	Point 2		34,812		
	Point 3		35,429		
	Point 4		36,379		
	Point 5		37,180		
	Point 6		37,883		
	Point 7		38,855		
	Point 8		39,908		

Senior Research Assistant A	Point 1	33,820		Masters Degree (level 9) in relevant discipline or 5 years post-graduation research experience in the public or private Sectors.
	Point 2	34,747		
	Point 3	35,364		
	Point 4	36,339		
	Point 5	37,164		
	Point 6	37,843		
	Point 7	38,892		
	Point 8	39,970		
	Point 9	41,081		
	Point 10	42,227		
Senior Research Assistant B	Point 1	37,843		Masters Degree in relevant discipline And 2 years post-graduation research experience in the public or private Sectors.
	Point 2	38,892		
	Point 3	39,970		
	Point 4	41,081		
	Point 5	42,227		
Post-Doctoral Researcher	Point 1	45,322		PhD
	Point 2	46,569		
	Point 3	47,854		
	Point 4	49,177		
	Point 5	50,540		
	Point 6	51,961		
	Point 7	53,440		
	Point 8	54,965		
Senior Post-Doctoral Researcher	Point 1	50,536		PhD And 5 years research experience in public or private sector
	Point 2	51,961		
	Point 3	53,440		
	Point 4	54,965		
Research Fellow	Point 1	61,318		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2	63,096		
	Point 3	64,928		
	Point 4	66,815		

Senior Research Fellow	Point 1		74,589		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		
	Point 3		77,799		
	Point 4		80,046		

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.*