

Research Salary Scales applicable w.e.f. 1st October 2020

Minimum Requirements (also see Appendix 1: Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience)			
Research Assistant A	Point 1	23,061	Primary Degree (level 8), with little or no research experience
	Point 2	24,056	
	Point 3	25,143	
	Point 4	25,865	
	Point 5	26,609	
	Point 6	27,374	
	Point 7	27,767	
	Point 8	28,569	
	Point 9	29,393	
	Point 10	30,242	
	Point 11	31,120	
	Point 12	31,701	
	Point 13	32,596	
	Point 14	33,352	
	Point 15	33,967	
	Point 16	34,930	
	Point 17	35,922	
Research Assistant B	Point 1	30,242	Primary Degree (level 8), And at least 2 years wholetime equivalent experience
	Point 2	31,120	
	Point 3	31,701	
	Point 4	32,596	
	Point 5	33,352	
	Point 6	33,967	
	Point 7	34,930	
	Point 8	35,922	

Senior Research Assistant A	Point 1	30,185		Masters Degree (level 9) in relevant discipline or 5 years post-graduation research experience in the public or private Sectors.
	Point 2	31,058		
	Point 3	31,640		
	Point 4	32,558		
	Point 5	33,337		
	Point 6	33,976		
	Point 7	34,964		
	Point 8	35,981		
	Point 9	37,028		
	Point 10	38,108		
Senior Research Assistant B	Point 1	33,976		Masters Degree in relevant discipline And 2 years post-graduation research experience in the public or private Sectors.
	Point 2	34,964		
	Point 3	35,981		
	Point 4	37,028		
	Point 5	38,108		
Post-Doctoral Researcher	Point 1	41,025		PhD
	Point 2	42,200		
	Point 3	43,410		
	Point 4	44,657		
	Point 5	45,942		
	Point 6	47,264		
	Point 7	48,627		
	Point 8	50,029		
Senior Post-Doctoral Researcher	Point 1	45,942		PhD And 5 years research experience in public or private sector
	Point 2	47,264		
	Point 3	48,627		
	Point 4	50,029		
Research Fellow	Point 1	55,811		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2	57,430		
	Point 3	59,097		
	Point 4	60,814		

Senior Research Fellow	Point 1	67,890		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	69,871		
	Point 3	70,812		
	Point 4	72,857		

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.*