Revised Research Salary Scales applicable wef 1st October 2022

				Minimum Requirements (also see Appendix 1: Criteria for the establishment of the appropriate pay scale, dependent on qualifications and experience)
		Revised Feb '22	Oct '22	
Research Assistant A	Point 1	28,201	28,701	Primary Degree (level 8), with little or no research experience
	Point 2	28,998	29,498	
	Point 3	29,405	29,906	
	Point 4	30,240	30,740	
	Point 5	31,098	31,597	
	Point 6	31,982	32,481	
	Point 7	32,894	33,394	
	Point 8	33,499	33,999	
	Point 9	34,430	34,930	
	Point 10	35,216	35,716	
	Point 11	35,855	36,356	
	Point 12	36,858	37,358	
	Point 13	37,890	38,390	
Research Assistant B	Point 1	31,982	32,481	Primary Degree (level 8),
	Point 2	32,894	33,394	And at least 2 years wholetime equivalent experience
	Point 3	33,499	33,999	
	Point 4	34,430	34,930	
	Point 5	35,216	35,716	
	Point 6	35,855	36,356	
	Point 7	36,858	37,358	
	Point 8	37,890	38,390	

Point 2 32,830 33,335 Point 3 33,435 33,935 Point 4 34,391 34,891 Point 5 35,200 35,700 Point 6 35,866 36,366 Point 7 36,894 37,394 Point 9 39,040 39,540 Point 1 35,866 36,366 Point 2 36,894 37,394 Point 3 37,951 38,451 Point 3 37,951 38,451 Point 4 39,040 39,540 Point 5 40,164 40,664 Point 5 40,164 40,664 Point 6 43,990 Point 7 44,421 44,921 Point 8 45,679 46,180 Point 6 49,689 50,189 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 2 49,689 50,189 Point 2 49,689 50,189 Point 3 51,107 51,617 Point 4 49,689 50,189 Point 2 49,689 50,189 Point 3 51,107 51,617 Point 4 52,566 53,091 PhD And					<u> </u>
Point 2	Senior Research Assistant A	Point 1	31,922	32,422	Masters Degree (level 9) in relevant discipline
Point 3 34,931 34,831 Point 5 35,200 35,700 Point 6 35,806 36,366 Point 7 36,894 37,394 Point 8 37,951 38,451 Point 9 39,040 39,540 Point 10 40,164 40,664 Senior Research Assistant B Point 1 35,866 36,366 Point 2 36,894 37,394 Point 3 37,951 38,451 Point 2 36,894 37,394 Point 3 37,951 38,451 Point 4 39,040 39,540 Point 5 40,164 40,664 Point 5 40,164 40,664 Point 5 40,164 40,664 Point 5 40,164 40,664 Point 6 49,689 40,680 Point 7 51,107 51,617 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 1 48,313 48,813 Point 2 49,689 50,189 Point 2 49,689 50,189 Point 1 48,313 48,813 Point 2 49,689 50,189 Point 2 49,689 50,189 Point 3 51,107 51,617 Point 4 52,566 53,091 Point 4 52,566 53,091 Research Fellow Point 1 58,641 59,227 Point 2 60,342 60,945 Point 2 60,342 60,945 Point 3 62,094 62,715 Point 4 8D,292r Point 6 Research experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.		Point 2	32,830	33,330	
Point 5 35,200 35,700 Point 6 35,866 36,366 Point 7 36,894 37,394 Point 1 35,866 36,366 Point 2 36,894 37,394 Point 3 37,951 38,451 Point 4 39,040 39,540 Point 5 40,164 40,664 Point 6 43,904 37,951 Point 7 43,198 43,699 Point 8 44,421 44,921 Point 9 46,877 47,477 Point 4 46,977 47,477 Point 5 49,689 50,189 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 9 48,813 48,813 Point 1 48,313 48,813 Point 2 49,689 50,189 Point 3 51,107 51,617 Point 3 51,107 51,617 Point 4 52,566 53,091 Researcher Point 1 58,641 59,227 Point 3 62,094 62,715 Point 4 60,945 Point 5 60,945 Point 6 60,945 Point 7 51,007 51,617 Point 8 52,566 53,091 Point 9 51,107 51,617 Point 1 58,641 59,227 Point 2 60,342 60,945 Point 3 62,094 62,715 Point 4 62,094 62,715 Point 5 60,342 Point 6 60,945 Point 7 50,0342 Point 8 60,0945 Point 9 60,945 Point 1 60,945 Point 1 60,945 Point 2 60,342 Point 3 62,094 62,715 Point 4 62,094 Point 6 60,945 Point 7 60,945 Point 8 60,945 Point 9 60,945		Point 3	33,435	33,935	5 years post-graduation research experience in the public or private Sectors.
Point 6 35,866 36,366 Point 7 36,894 37,394 Point 8 37,951 38,451 Point 9 39,040 39,540 Point 10 40,164 40,664 Point 2 36,894 37,394 Point 3 37,951 38,451 Point 4 39,040 39,540 Point 5 40,164 40,664 Point 5 40,164 40,664 Point 1 43,198 43,699 Point 1 44,421 44,921 Point 3 45,679 46,180 Point 4 46,977 47,477 Point 4 46,977 47,477 Point 5 49,889 50,189 Point 7 51,107 51,617 Point 3 52,566 53,091 Point 4 42,831 48,813 Point 5 49,689 50,189 Point 6 49,689 50,189 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 9 51,107 51,617 Point 4 52,566 53,091 Point 5 49,689 50,189 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 9 58,641 59,227 Point 1 62,034 60,945 Point 3 62,094 62,715 Point 3 62,094 62,715 Point 4 62,094 62,715 Point 5 62,094 62,715 Point 6 62,094 62,715 Point 7 Point 8 62,094 62,715 Point 8 62,094 62,715 Point 9 36,841 Point 9 39,040 39,540 Point 9 36,894 37,394 And 9 36,894 Point 9 36,894 37,394 Point 9 36,894 Point 9		Point 4	34,391	34,891	
Point 7 36,894 37,394 Point 8 37,951 38,451 Point 9 39,040 39,540 Point 10 40,164 40,664 Point 1 35,866 36,366 Point 2 36,894 37,394 2 years post-graduation research experience in the public or private Sectors.		Point 5	35,200	35,700	
Point 8 37,951 38,451 Point 9 39,040 39,540 Point 10 40,164 40,664		Point 6	35,866	36,366	
Point 9 39,040 39,540 Point 10 40,164 40,664 Point 2 36,884 37,394 Point 3 37,951 38,451 Point 4 39,040 Point 5 40,164 40,664 Point 5 40,164 40,664 Point 6 49,689 Point 7 51,107 Point 7 Point 7 51,107 Point 8 52,566 53,091 Point 2 49,889 Point 2 49,889 Point 7 51,107 51,617 Point 3 51,107 51,617 Point 4 52,566 53,091 Point 5 49,689 Point 7 51,107 51,617 Point 7 52,566 53,091 Point 8 52,566 53,091 Point 9 Point 1 58,641 59,227 Point 1 58,641 59,227 Point 2 60,342 60,945 Point 3 62,094 62,715 Point 6 Point 6 Point 6 60,342 Point 7 Point 6 Point 7 58,641 59,227 Point 7 Point 8 60,342 Point 7 Point 8 60,342 Point 9		Point 7	36,894	37,394	
Point 10		Point 8	37,951	38,451	
Point 1 35,866 36,366 Point 2 36,894 37,394 Point 3 37,951 38,451 Point 4 39,040 39,540 Point 5 40,164 40,664 Point 4 43,198 43,699 Point 4 46,977 47,477 Point 5 49,689 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 2 49,689 Point 2 49,689 Point 3 51,107 51,617 Point 4 52,566 53,091 Point 5 49,689 Point 6 Point 6 49,689 50,189 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 9 Foint 1 58,641 59,227 Point 2 60,342 60,945 Point 3 62,094 62,715 Point 9 62,715 Point 9 For independent research. Point 1 60,342 60,945 Point 9 For independent research. Point 1 62,094 For independent research. Point 9 For independent research. Point 1 62,094 For independent research. Point 9 For independent research experience Point 9 For independent research. Point 9 For independent research Point 9 For independent rese		Point 9	39,040	39,540	
Point 2 36,894 37,394 Point 3 37,951 38,451 Point 4 39,040 39,540 Point 5 40,164 40,664 Point 1 43,198 43,699 Point 2 44,421 44,921 Point 3 45,679 46,180 Point 4 46,977 47,477 Point 5 48,313 48,813 Point 6 49,689 50,189 Point 7 51,107 51,617 Point 8 52,566 53,091 Researcher		Point 10	40,164	40,664	
Point 3 37,951 38,451 Point 4 39,040 39,540 Point 5 40,164 40,664 Post-Doctoral Researcher Point 1 43,198 43,699 Point 2 44,421 44,921 Point 3 45,679 46,180 Point 4 46,977 47,477 Point 5 48,313 48,813 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 2 49,689 50,189 Point 1 48,313 48,813 Point 2 49,689 50,189 Point 2 49,689 50,189 Point 3 51,107 51,617 Point 4 52,566 53,091 Research Fellow Point 1 58,641 59,227 Point 2 60,342 60,945 Point 2 60,342 60,945 Point 3 62,094 62,715 Point 2 60,342 60,945 Point 3 62,094 62,715	Senior Research Assistant B	Point 1	35,866	36,366	-
Point 4 39,040 39,540 Point 5 40,164 40,664 Point 5 40,164 44,921 Point 1 43,198 43,699 Point 2 44,421 44,921 Point 3 45,679 46,180 Point 4 46,977 47,477 Point 5 48,313 48,813 Point 6 49,689 50,189 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 1 48,313 48,813 Point 4 49,689 50,189 Point 7 51,107 51,617 Point 8 52,566 53,091 Point 9 51,107 51,617 Point 4 52,566 53,091 Point 5 54,641 59,227 Point 6 50,342 60,945 Point 7 50,342 60,945 Point 8 62,094 62,715 Point 9 62,715 Point 9 62,791 Point 9 62,094 62,715 Point 9 Formal Poi		Point 2	36,894	37,394	
Point 5		Point 3	37,951	38,451	2 years post-graduation research experience in the public or private Sectors.
Point 1		Point 4	39,040	39,540	
Point 2		Point 5	40,164	40,664	
Point 3	Post-Doctoral Researcher	Point 1	43,198	43,699	PhD
Point 4		Point 2	44,421	44,921	
Point 5		Point 3	45,679	46,180	
Point 6		Point 4	46,977	47,477	
Point 7 51,107 51,617 Point 8 52,566 53,091 PhD		Point 5	48,313	48,813	
Point 8 52,566 53,091 PhD		Point 6	49,689	50,189	
Point 1		Point 7	51,107	51,617	
Point 2		Point 8	52,566	53,091	
Point 2 45,665 51,617 5 years research experience in public or private sector	Senior Post-Doctoral	Point 1	48,313	48,813	
Point 3 51,107 51,017	Researcher	Point 2	49,689	50,189	
Research Fellow Point 1 58,641 59,227 Point 2 60,342 60,945 Point 3 62,094 62,715 Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.		Point 3	51,107	51,617	5 years research experience in public or private sector
Point 2 60,342 60,945 Point 3 62,094 62,715 Or Significant Industrial R&D experience Capable of independent research.		Point 4	52,566	53,091	
Point 3 62,094 62,715 Capable of independent research.	Research Fellow	Point 1	58,641	59,227	Significant Post-Doc experience (minimum 5 years)
Point 3 62,094 62,715 Capable of independent research.		Point 2	60,342	60,945	
		Point 3			Capable of independent research.
		Point 4			

Senior Research Fellow	Point 1	71,332	72,045	Very Significant Post-Doc experience (minimum 10 years)
	Point 2	73,413	74,147	Or Very Significant Industrial R&D experience.
	Point 3	74,402	75,146	Track record of achievements commensurate with experience such as record of
	Point 4	76,552	77,317	Post-Graduate supervision, international collaboration and funding acquisition. Record of research leadership and research management.

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.