

Research Salary Scales applicable w.e.f. 1st January 2018

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	21,674	Primary Degree (level 8), with little or no research experience
	Point 2	22,609	
	Point 3	23,630	
	Point 4	24,310	
	Point 5	25,009	
	Point 6	25,728	
	Point 7	26,096	
	Point 8	26,850	
	Point 9	27,625	
	Point 10	28,423	
	Point 11	29,248	
	Point 12	30,092	
	Point 13	30,941	
	Point 14	31,817	
	Point 15	32,404	
	Point 16	33,323	
	Point 17	34,269	
Research Assistant B	Point 1	28,423	Primary Degree (level 8), And at least 2 years wholetime equivalent experience
	Point 2	29,248	
	Point 3	30,092	
	Point 4	30,941	
	Point 5	31,817	
	Point 6	32,404	
	Point 7	33,323	
	Point 8	34,269	

Senior Research Assistant A	Point 1	28,369		Masters Degree (level 9) in relevant discipline or 5 years post-graduation research experience in the public or private Sectors.
	Point 2	29,190		
	Point 3	30,035		
	Point 4	30,906		
	Point 5	31,803		
	Point 6	32,413		
	Point 7	33,354		
	Point 8	34,325		
	Point 9	35,325		
	Point 10	36,354		
Senior Research Assistant B	Point 1	32,413		Masters Degree in relevant discipline And 2 years post-graduation research experience in the public or private Sectors.
	Point 2	33,354		
	Point 3	34,325		
	Point 4	35,325		
	Point 5	36,354		
Post-Doctoral Researcher	Point 1	39,138		PhD
	Point 2	40,259		
	Point 3	41,413		
	Point 4	42,603		
	Point 5	43,828		
	Point 6	45,090		
	Point 7	46,389		
	Point 8	47,728		
Senior Post-Doctoral Researcher	Point 1	43,828		PhD And 5 years research experience in public or private sector
	Point 2	45,090		
	Point 3	46,389		
	Point 4	47,728		
Research Fellow	Point 1	53,243		Significant Post-Doc experience (minimum 5 years) Or Significant Industrial R&D experience Capable of independent research.
	Point 2	54,787		
	Point 3	56,378		
	Point 4	58,016		

Senior Research Fellow	Point 1	64,766		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	66,656		
	Point 3	67,554		
	Point 4	69,505		

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.*