

Salary Policy for Post-doctoral Researchers and Research Assistants

UCD Human Resources
Acmhainní Daonna UCD

1. Policy Summary

The UCD policy and associated options for managing salaries for Post-doctoral Research staff and Research Assistants are outlined below.

2. Scope of the Policy

This policy applies to the following roles: Research Assistants, Post-doctoral Fellows I and II and Research Fellows.

3. Policy & Procedures

Pending sectoral agreement and sanction by the Ministers of Education and Skills and of Finance of approved pay grades and scales for research staff, the University Budget Review Committee has confirmed that with effect from 1 January 2011 research appointments will continue to be made 'off scale'.

Appointments will be made at a set of agreed fixed salary points. The Principal Investigator is responsible for proposing a salary at a point that is compatible with the applicant's skills and experience and competitive with their existing remuneration or remuneration being offered by other prospective employers. Where a PI wishes to appoint at a salary point other than the agreed fixed salary points or outside the scope of this policy, they must have explicit approval of the BRC prior to submitting this to UCD HR.

The approved fixed salary points for Research Assistant, Post-Doctoral Fellow 1, Post-Doctoral Fellow 2 and Research Fellow are outlined in the following tables:

Table 1: New Entrants to the Public Sector effective 1st January 2011:

Level	Agreed Salary Range:
Research Assistant	€19,665 - 20,863 - 22,133 - 23,481 - 24,911 - 26,408 - 27,975 - 29,637.
Post Doctoral Research Fellow Level 1	€33,975 - 34,974 - 36,003 - 37,063.
Post Doctoral Research Fellow Level 2	€38,155 - 39,279 - 40,437 - 41,630.
Research Fellow	€46,544 - 47,921 - 49,338 - 50,798 - 56,813 - 58,496 - 60,197 - 61,935.

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Table 2: Employees with relevant Public Sector experience prior to 1st January 2011:

Level	Agreed Salary Range:
Research Assistant	€21,850 - 22,506 - 23,181 - 23,876 - 24,592 - 25,330 - 26,090 - 26,873; 27,679 - 28,509 - 29,342 - 30,200; 31,083 - 31,993 - 32,930
Post Doctoral Research Fellow Level 1	€37,750 - 38,860 - 40,003 - 41,181.
Post Doctoral Research Fellow Level 2	€42,394 - 43,643 - 44,930 - 46,255.
Research Fellow	€51,716 - 53,245 - 54,820 - 56,442 - 63,125 - 64,996 - 66,885 - 68,817.

3.2 Guidelines for picking salary points

The lowest fixed salary point should be used for all Post-Doctoral Fellow 1 appointments, unless the appointee has significant post-doctoral research experience.

The general guideline is that staff at each level should be paid within the relevant range of points, following consideration of the following factors:

- The general experience and skill level of the individual
- Their qualifications
- Salary rates already being paid to any staff with similar skills and experience on the project
- Any discipline specific considerations
- Uniqueness or otherwise of the skill set

4. Exceptions

Roles funded by other agencies or programmes and which dictate a particular rate of pay

In these cases, the rate of pay indicated should be the guide and their policy on cost of living or other reviews will also apply. Examples include IRCSET, IRCHSS and Inspire awards.

5. Additional Important Information

1. UCD reserves the right to update or amend this policy and any related practices in line with university requirements, or other sectoral or national developments.
2. If and when any future national or sectoral agreements are made relating to cost of living increases, these will be applied subject to the funding agency agreement and provision of funds.