



MTU

Ollscoil Teicneolaíochta na Mumhan
Munster Technological University

Pay Scale & Pension Changes 2025

Research Manager Briefing

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Researcher Briefing

**Changes
Required**

**Pay Scale
Changes**

**Researcher
Pensions**

Q&A

Changes Required

Current Situation

- Research Staff are mainly not aligned to sectoral scales
 - Staff were in some case at a disadvantage to staff in other HEI's
 - University potentially as a competitive recruitment disadvantage
- Commencement of Auto Enrolment Pension Scheme
 - Originally proposed for Jan 2025, latest date is Sep 2025
 - Alignment with Sector for implementing changes

Changes Required

What is Proposed

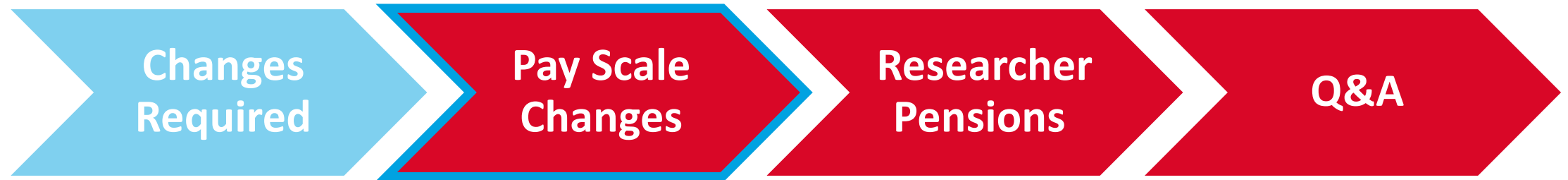
- Where possible, align scales to IUA / Research Ireland scales
- No existing staff member will be disadvantaged
- Effective Date of 1st January 2025
- Assimilate staff onto new scales in Jan & Feb 2025
- Assimilate onto new scale on nearest point, not below
- Some Ringfenced arrangement may be required
- Old Pay scales retired

Changes Required

Process

- Consulted with Research & HR Offices in Cork & Kerry
- Reviewed all existing Research Staff & Pay Scales
- Proposed changes to pay scales to VP R&I and F&O
- Consulted with Staff Union (TUI) on proposed changes
- Approved at Executive

Researcher Briefing



Pay Scale Changes

Financial Impact

- From January 2025 new scales in use
- New appointments onto new scales (budget)
- Existing staff assimilated onto new scales (budget)
- Where budgets cannot support additional cost – support available
- Impacting 150 Researchers

Pay Scale Changes

Specific Issues

- Entry point for Research Assistants €27,817 to 31,962
- Additional 3 points on Research Assistant Scale
- Casual Part-time rate is falling from €23.62 to €22.74
- Senior Researchers on points 6 to 8 – no equivalent
- Senior Research Fellow Scale different

Pay Scale Changes

Researcher Example

2024

Researcher

8 Point Scale

€43,133 to 51,832



2025

Post Doc Researcher 1

6 Point Scale

€44,847 to €51,313

Impacted (50)

Point 1 (old) assimilated onto Point 1 (new)

Point 2 (old) assimilated onto Point 1 (new)

Points 3 to 7 assimilated onto Points 2 to 6 (new)

Point 8 assimilated onto Point 1 Post Doc Researcher 2 Scale (non incremental)

Scales 7365

Succeeding Together

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Pay Scale Changes

What Do I need to do ?

- Existing staff – will be notified and changed by HR
- Posts in Progress need to realign to new scales
- Proposals based on new scales and pension

Researcher Briefing



Researcher Pensions

Current Situation

- Researchers in the TU Sector are not admitted to a public pension scheme
- Where contributing to a PSRA, there is no employer contribution

Researcher Pensions

What's Changing ?

- Government are introducing an Auto Enrolment Occupational Pension Scheme (estimated Sep 2025) for all workers
- This comprises of an employee, employer and state contribution
- Details are not yet finalised, however employers will be notified by Revenue to commence deductions.

Researcher Pensions

What's Changing ?

- The TU Sector requested that Researcher Grade would be recognised and research staff admitted to public pension scheme.
- Business Case went for DFHERIS to DEPR in 2022
- Proposal to admit Researchers into the Single Public Service Pension Scheme

Researcher Pensions

What does this mean in practice ?

- Researchers will be admitted into a Pension Scheme, likely at some point in 2025 (either Single Scheme or Auto Enrolment)
- Will result in an employee contribution (deduction)
- Auto enrolment, has an opt out after 6 months
- Single Scheme if eligible is mandatory and has no opt out

Researcher Pensions

Planning

- Assume it will be Auto Enrolment pension Scheme
- Include Employer Contribution in costs

Year of the auto-enrolment scheme	Employee Contribution Rate	Employer pays	Government pays
1 to 3	1.5%	1.5%	0.5%
4 to 6	3%	3%	1%
7 to 9	4.5%	4.5%	1.5%
10 and after	6%	6%	2%

<https://www.gov.ie/en/publication/2c7b3-automatic-enrolment-retirement-savings-system-for-employees/>

Researcher Briefing



Timelines & Communication

- All Pay Scale changes will be applied retrospectively to 1/1/25
- Planned to implement in Jan & Feb 2025
- Next Public Service Pay Award is in March 2025
- HR will write to each staff member with details of changes
- Will notify when there is any change on Pensions

Q&A

