



**MTU**

Ollscoil Teicneolaíochta na Mumhan  
Munster Technological University

# Pay Scale & Pension Changes 2025

Research Staff Briefing

**Niall Cremin, Finance Manager**

Tuesday, 10<sup>th</sup> December 2024

# 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

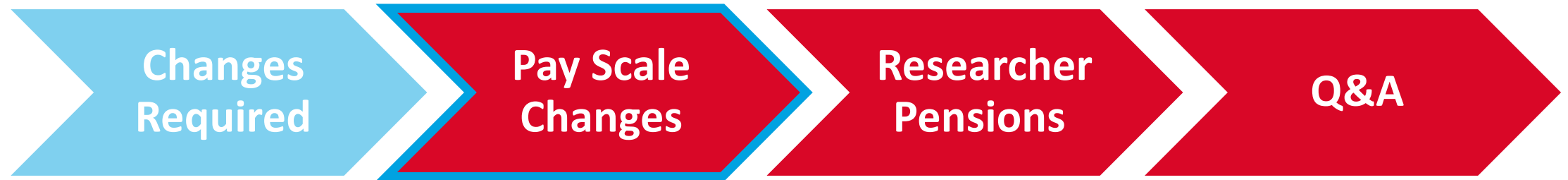
- Where possible, align scales to IUA / Research Ireland scales
- No existing staff member will be disadvantaged
- Effective Date of 1<sup>st</sup> January 2025
- Assimilate staff onto new scales in Jan & Feb 2025
- Assimilate onto new scale on nearest point, not below
- Some Ringfenced arrangement may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

## Research Assistants

**2024**

**Research Assistant**

15 Point Scale

€27,817 to €38,546



**2025**

**Research Assistant**

13 Point Scale

€31,962 to €41,943

### **Impacted (18)**

Point 1 to 6 (old) assimilated on Point 1 (new)

Point 15 (old) assimilated onto Point 10 (new)

3 additional incremental points (11 to 13)

Annual increase range (€277 to €642, average €502) \* excl pt 1

Scales 7364

**Succeeding Together**

[www.mtu.ie](http://www.mtu.ie)

# Pay Scale Changes

## Researcher

**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**

[www.mtu.ie](http://www.mtu.ie)



# Pay Scale Changes

## Senior Researcher (pt 1)

**2024**

**Senior Researcher**

8 Point Scale

€49,646 to €61,254



**2025**

**Post Doc Researcher 1**

6 Point Scale

€44,847 to €51,313

### **Impacted (25)**

Point 1 (old) assimilated on Point 5 (new) PD1

Skip Point 6 on PD1 Scale and transfer to PD2

Annual increase €322

# Pay Scale Changes

## Senior Researcher (pt 2 to 8)

**2024**

**Senior Researcher**

8 Point Scale

€49,646 to €61,254



**2025**

**Post Doc Researcher 2**

4 Point Scale

€52,715 to €57,332

**Impacted (25)**

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

Point 7 & 8 (old) currently no equivalent

Annual increase range (€277 to €642, average €502) \* excl pt 1

# Pay Scale Changes

## Research Fellow (pts 1 to 4)

**2024**

**Research Fellow**

8 Point Scale

€63,957 to €83,493



**2025**

**Research Fellow**

4 Point Scale

€63,957 to €69,692

**Impact (10+1+1)**

Existing Staff Points 1 to 4 – no change

May have option to move to Senior Research Fellow Scale

Scale 7362 no change, Scale 7367 assimilate point 1

Scales 7306, 7362, 7367

# Pay Scale Changes

## Research Fellow (pts 5 to 8)

**2024**

**Research Fellow**

8 Point Scale

€63,957 to €83,493



**2025**

**Senior Research Fellow\***

4 Point Scale

€77,800 to €83,492

**Impact (18)**

No Changes to Pay as already aligned

Existing Staff Points 5 to 8 – moved to points 1 to 4

\*This is the IUA Senior Research Scale, not the MTU Senior Research Scale

Scales 7306

**Succeeding Together**

[www.mtu.ie](http://www.mtu.ie)

# Pay Scale Changes

## Senior Research Fellow

**2024**

Senior Research Fellow  
5 Point Scale  
€91,209 to €102,509



**2025**

**Engineer Grade I**  
8 Point Scale  
€83,272 to €103,925

### **Impact (3+3)**

Additional Scale above IUA / RI Scales  
Points 5 (old) assimilated on LSI 2 (new)  
Annual Increase €1,416

Existing EPA Inspector Scale is the Same as Engineer Grade I

Scales 7371

**Succeeding Together**

[www.mtu.ie](http://www.mtu.ie)

# Pay Scale Changes

## Casual Part Time Researcher

**2024**

**CPT Researcher Hourly**

€23.62

€25.51 (incl. 8% Hol Pay)



**2025**

**CPT Researcher Hourly**

€22.48

€24.28 (incl. 8% Hol Pay)

### **Impact (7)**

Based on Point 1 of Post Doc Researcher Scale

Will apply to New entrants only

(error in calculation of old rate to be corrected)

Scales 0118 Paycode 1509

# 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 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

