

**SCHEDULE OF BENCHMARKED HOURLY PAID (OCCASIONAL) RATES 2024/25**

WORK	LEVEL	Hourly Rate (€)	COMPARATOR GRADE	PT	ANNUAL SALARY €	GUIDELINES
General	Basic	12.70	General support		23194	Paid Primarily to Students
Invigilation	Basic	16.82	Executive Assistant	1	30713	Examination invigilation or other similar duties
Administration	Standard	16.82	Executive Assistant	1	30713	Administrative work at a level of complexity requiring the level of skill that would normally be expected of an Executive Assistant at entry level
Administration	Intermediate	20.65	Executive Assistant	6	37714	Administrative work at a level of complexity and autonomy requiring the level of skill that would normally be expected of an Executive Assistant with at least five years experience
Administration	Senior	24.77	Senior Executive Assistant	1	45241	Administrative work at a level of complexity and autonomy requiring the level of skill that would normally be expected of a Senior Executive Assistant
Grading	Basic	16.82	Demonstrator	1	30713	Grading conducted by occasional staff: normal or usual rate
Grading	Senior	23.46	Assistant Lecturer	2	42853	Grading conducted by occasional staff where the grading task is unusually complex or requires special skills
Oral Examinations	Basic	23.46	Assistant Lecturer	2	42853	Oral examining conducted by occasional staff.
Demonstrations	Basic	16.82	Demonstrator	1	30713	Laboratory demonstrations, field work supervision or similar activities: normal or usual rate
Demonstrations	Intermediate	23.88	University Tutor	1	43605	Laboratory demonstrations, field work supervision or similar activities involving a degree of complexity necessary to justify the rate.
Demonstrations	Senior	29.51	University Tutor	6	53889	Laboratory demonstrations, field work supervision or similar activities; normally this level will be used where the demonstrator is at postdoctoral level, and/ or has four to five years of prior experience and/or has supervisory responsibilities for other demonstrations
Tutorials	Basic	23.88	University Tutor	1	43605	Tutorials and similar activities: normal or usual rate
Tutorials	Intermediate	29.51	University Tutor	6	53889	Tutorials and similar activities where the tutorial is on a topic that is unusually complex or requires specialist skill
Tutorials	Senior	34.98	Senior University Tutor	4	63876	Tutorials and similar activities where the tutor has four or five years tutorial experience or the tutor is at postdoctoral level.
Lecturing	Lecturer	41.90	Lecturer	3	76515	The hourly rate for each hour spent preparing and delivering lectures (or similar teaching or teaching related activity) which requires the level of knowledge and skill that would normally be expected of an individual at lecturer grade
Research Assistant	Level 1	16.55	General Admin – entry level		31962	Purpose of role is to assist in the performance of research. Minimum of primary Degree qualification in relevant discipline with little or no research experience.
Research Assistant	Level 2	19.06	General Admin - experienced		36796	Purpose of role is to assist in the performance of research. Minimum of primary Degree qualification in relevant discipline with relevant research experience.
Post Doctoral Researcher	Level 1	23.23	Higher Admin – entry level		44847	Purpose of the role is to conduct a specified programme of research under supervision of a PI while developing skills and competencies with respect to the role and future career options. Minimum qualification of PhD, or exceptionally, equivalent research experience (including industrial R&D). 1-2 years post-PhD research experience.
Senior Post Doctoral Researcher	Level 2	27.30	Higher Admin – experienced		52715	Purpose of role is to conduct a specified programme of research under supervision of a PI while also supervising PhD students and PD1s. Continuing to develop skills and competencies with respect to the role and future career options. Minimum qualification of PhD, or exceptionally, equivalent research experience (including industrial R&D). Up to 4 years post-PhD research experience.