

HONG KONG BAPTIST UNIVERSITY

Pay structure for research staff **(effective 1 August 2022)**

Staff rank	Entry requirement	Monthly salary (HK\$)
<i>Research Fellow</i> <i>Senior Research Associate</i> <i>(or those carrying other functional titles, especially for those recruited from overseas)</i>	PhD + relevant postdoctoral experience <u>OR</u> Master's degree + substantial experience in the relevant field	31,675 – 55,865
<i>Research Associate</i>	PhD <u>OR</u> Master's degree + 4 to 5 years of relevant experience	26,140 – 53,815
<i>Senior Research Assistant</i>	First degree + at least 3 years of post-qualification research experience <u>OR</u> Master's degree	18,450 – 49,610
<i>Research Assistant</i>	First degree + some working experience (<i>as necessary</i>)	12,815 – 41,000
<i>Junior Research Assistant</i>	Higher Diploma <u>OR</u> Associate Degree	12,300 – 26,240

Notes:

1. Provision of general adjustment (i.e. with reference to the Civil Service pay adjustment), if any, and a contract-end gratuity for appointments of one year or above are offered as standard terms.
2. The pay structure will allow the flexibility of offering salary levels at up to 10% above or below the stated maximum/minimum salary levels in response to the market situation and special circumstances, except that the minimum monthly salary level for Junior Research Assistant and Research Assistant should comply with the *Minimum Wage Ordinance* and should not fall below that amount.
3. As research staff are appointed with funding support from research grants, flexibility might be required for meeting the restrictions, if any, imposed by different research grants. In case of any special requests for deviation from the above conditions of appointment on justifiable grounds, the approval of the Vice-President (Research and Development) should be sought.
4. In preparing a budget for the appointment of research staff, Principal Investigators are advised to take into account the need for Mandatory Provident Fund contributions (5%), medical benefits (at 3.25% effective 1 July 2020 and at 3.5% effective 1 July 2023) and, as appropriate, general adjustment and a contract-end gratuity (8.5% or 10%), in addition to the basic salary.
5. For any deviation from the pay structure, please consult the Human Resources Office.