

## Decreto Regulamentar n.º 11-A/2017

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- Summary in plain english (Without legal value)

### What is it?

This decree-law defines the salaries paid to PhD researchers who are hired in accordance with rules created to stimulate the employment in science and technology.

### What will change?

The salary of PhD researchers is set if they are hired by Portuguese scientific and technological institutions to work in:

- scientific research
- technological development
- management and communication of science and technology.

### How much will PhD researchers receive?

Hired researchers can be paid according to:

- the starting pay level, which corresponds to position 33 of the Civil Service Single Remuneration Table (TRU — Tabela de Remuneração Única)
- a pay level corresponding to one of these categories of the research career:
  - assistant researcher
  - lead researcher
  - coordinating researcher.

When researchers are hired for a certain pay level, they will receive according to the paying position 1 of that level. They can progress to another paying position, according to the evaluation system of the hiring institution.

Pay levels	Paying position			
	1	2	3	4
Starting level	2,128.34 €	2,385.80 €	2,694.75 €	2,952.21 €
Equivalent to assistant researcher	3,191.82 €	3,437.34 €	3,764.71 €	4,010.23 €
Equivalent to lead researcher	3,601.03 €	3,764.71 €	4,092.08 €	4,255.76 €
Equivalent to coordinating researcher	4,664.97 €	4,910.49 €	5,074.17 €	5,401.54 €

### How will the contract pay level be defined?

The contracts with PhD researchers will be made by open tender by the scientific and technological institution that hires them. The tender will define the contract pay level.

The level will be chosen depending on the roles performed by the researcher and the experience required for the job. The starting level is intended for PhDs with little postdoctoral experience or no scientific curriculum after the PhD.

### Researchers working with research scholarships will have a contract

By August 2018, institutions are required to open two tenders to hire PhD researchers to carry out the duties previously carried out by PhD scholarship holders who work in public institutions or have been funded by public funds for more than three years (consecutive or with interruptions).

If the positions for which the tender is opened were being carried out by PhD scholarship holders funded directly or indirectly by the Foundation for Science and Technology (FCT), the costs of the employment contract will be paid by FCT. In this case, the hired researcher will receive 2,128.34 euros monthly (TRU 33).

If the scholarship that the PhD researcher received was higher than 2,128.34 euros, the researcher will receive the same amount with the contract.

### What are its benefits?

This regulatory decree is intended to improve the conditions of scientific employment and make employment contracts the standard bond for scientific work developed after getting a PhD.

**When does it come into effect?**

This regulatory decree comes into effect the day after being published.

*This text is intended to present the content of the legal act in accessible, plain and understandable language for citizens. The summary of the legal act in plain language has no legal value and does not replace the consultation of the legal act in the Diário da República.*