

ACADEMIC TEACHING AND RESEARCH (ATR) SALARY SCALES

	Spine Point	Wef 1/8/16	Wef 1/8/17	Wef 1/8/18	Wef 1/8/19
Academic 2 / Grade 7 (Lecturer A)	30	32,004	32,548	33,199	33,797
	32	33,943	34,520	35,211	35,845
	33	34,956	35,550	36,261	36,914
	35	37,075	37,706	38,460	39,152
	36	38,183	38,833	39,609	40,322
	37	39,324 +	39,992 +	40,792 +	41,526 +
	38	40,523 +	41,212 +	42,036 +	42,792 +
Academic 3 / Grade 8 (Lecturer B)	38	40,523	41,212	42,036	42,792
	39	41,709	42,418	43,267	44,045
	40	42,955	43,685	44,559	45,361
	41	44,240	44,992	45,892	46,718
	42	45,562	46,336	47,263	48,114
	43	46,924	47,722	48,677	49,553
	44	48,327 +	49,149 +	50,132 +	51,034 +
	45	49,772 +	50,618 +	51,630 +	52,560 +
46	51,260 +	52,132 +	53,174 +	54,131 +	
Academic 4 / Grade 9 (Senior Lecturer / Reader)	44	48,327	49,149	50,132	51,034
	46	51,260	52,132	53,174	54,131
	47	52,793	53,691	54,765	55,750
	48	54,372	55,297	56,403	57,418
	49	55,998	56,950	58,089	59,135
	50	57,674 +	58,655 +	59,828 +	60,905 +
	51	59,400 +	60,410 +	61,618 +	62,727 +
52	61,179 +	62,219 +	63,463 +	64,605 +	
Academic 5 / Grade 10 (Prof Incremental)	50	57,674	58,655	59,828	60,905
	51	59,400	60,410	61,618	62,727
	52	61,179	62,219	63,463	64,605

Notes: + **Discretionary Range**
Please note, the discretionary points are used to reward exceptional performance in accordance with the Annual Review procedures for ATR staff