

RESEARCH AND ANALOGOUS SALARY SCALES

	Spine Point	Wef 1/8/16	Hourly	Wef 1/8/17	Hourly	Wef 1/8/18	Hourly	Wef 1/8/19	Hourly
Grade 6 (Research Associate)	22	25,298	12.9733	25,728	13.1938	26,243	13.4579	26,715	13.7000
	24	26,829	13.7585	27,285	13.9923	27,830	14.2718	28,331	14.5287
	26	28,452	14.5908	28,936	14.8390	29,515	15.1359	30,046	15.4082
	28	30,175	15.4744	30,688	15.7374	31,302	16.0523	31,866	16.3415
	29	31,076	15.9364	31,604	16.2072	32,236	16.5313	32,817	16.8292
	30	32,004	16.4123 +	32,548	16.6913 +	33,199	17.0251 +	33,797	17.3318 +
	31	32,958	16.9015 +	33,518	17.1887 +	34,189	17.5328 +	34,804	17.8482 +
32	33,943	17.4067 +	34,520	17.7026 +	35,211	18.0569 +	35,845	18.3821 +	
Grade 7 (Senior Research Associate)	30	32,004	16.4123	32,548	16.6913	33,199	17.0251	33,797	17.3318
	32	33,943	17.4067	34,520	17.7026	35,211	18.0569	35,845	18.3821
	33	34,956	17.9262	35,550	18.2308	36,261	18.5954	36,914	18.9303
	35	37,075	19.0128	37,706	19.3364	38,460	19.7231	39,152	20.0779
	36	38,183	19.5810	38,833	19.9144	39,609	20.3123	40,322	20.6779
	37	39,324	20.1662 +	39,992	20.5087 +	40,792	20.9190 +	41,526	21.2954 +
	38	40,523	20.7810 +	41,212	21.1344 +	42,036	21.5569 +	42,792	21.9446 +
Grade 8 (Research Fellow)	38	40,523	20.7810	41,212	21.1344	42,036	21.5569	42,792	21.9446
	39	41,709	21.3892	42,418	21.7528	43,267	22.1882	44,045	22.5872
	40	42,955	22.0282	43,685	22.4026	44,559	22.8508	45,361	23.2621
	41	44,240	22.6872	44,992	23.0728	45,892	23.5344	46,718	23.9579
	42	45,562	23.3651	46,336	23.7621	47,263	24.2374	48,114	24.6738
	43	46,924	24.0636	47,722	24.4728	48,677	24.9626	49,553	25.4118
	44	48,327	24.7831 +	49,149	25.2046 +	50,132	25.7087 +	51,034	26.1713 +
	45	49,772	25.5241 +	50,618	25.9579 +	51,630	26.4769 +	52,560	26.9538 +
46	51,260	26.2872 +	52,132	26.7344 +	53,174	27.2687 +	54,131	27.7595 +	
Grade 9 (Senior Research Fellow)	44	48,327	24.7831	49,149	25.2046	50,132	25.7087	51,034	26.1713
	46	51,260	26.2872	52,132	26.7344	53,174	27.2687	54,131	27.7595
	47	52,793	27.0733	53,691	27.5338	54,765	28.0846	55,750	28.5897
	48	54,372	27.8831	55,297	28.3574	56,403	28.9246	57,418	29.4451
	49	55,998	28.7169	56,950	29.2051	58,089	29.7892	59,135	30.3256
	50	57,674	29.5764 +	58,655	30.0795 +	59,828	30.6810 +	60,905	31.2333 +
	51	59,400	30.4615 +	60,410	30.9795 +	61,618	31.5990 +	62,727	32.1677 +
52	61,179	31.3738 +	62,219	31.9072 +	63,463	32.5451 +	64,605	33.1308 +	
Grade 10	50	57,674	29.5764	58,655	30.0795	59,828	30.6810	60,905	31.2333
	51	59,400	30.4615	60,410	30.9795	61,618	31.5990	62,727	32.1677
	52	61,179	31.3738	62,219	31.9072	63,463	32.5451	64,605	33.1308

Notes:

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