

SCHEDULE 1B: DIAGONALIZED SALARY SCALES

Grade 10A: Graduate Assistant/Research Assistant

| START NOTCH/ PHASE | BASE | I | II | III | IV |
|-----------------------|-----------|-----------|-----------|-----------|-----------|
| | 2016/2017 | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021 |
| 1 | 46,978 | 51,593 | 56,428 | 61,482 | 66,755 |
| 2 | 48,796 | 53,521 | 58,466 | 63,629 | 69,012 |
| 3 | 50,614 | 55,449 | 60,503 | 65,776 | 71,269 |
| 4 | 52,433 | 57,377 | 62,540 | 67,923 | 73,525 |
| 5 | 54,251 | 59,305 | 64,578 | 70,070 | 75,782 |
| 6 | 56,069 | 61,232 | 66,615 | 72,217 | 78,039 |
| 7 | 57,887 | 63,160 | 68,653 | 74,364 | 80,295 |
| 8 | 59,705 | 65,088 | 70,690 | 76,512 | 82,552 |
| 9 | 61,523 | 67,016 | 72,728 | 78,659 | 82,552 |
| 10 | 63,342 | 68,944 | 74,765 | 78,659 | 82,552 |
| 11 | 65160 | 70,872 | 74,765 | 78,659 | 82,552 |
| 12 | 66978 | 70,872 | 74,765 | 78,659 | 82,552 |

Grade 11A: Assistant Lecturer/Tutorial Fellow/Junior Research Fellow

| START NOTCH/ PHASE | BASE | I | II | III | IV |
|-----------------------|-----------|-----------|-----------|-----------|-----------|
| | 2016/2017 | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021 |
| 1 | 83,598 | 90,485 | 97,704 | 105,256 | 113,151 |
| 2 | 86,764 | 93,810 | 101,196 | 108,915 | 116,966 |
| 3 | 89,927 | 97,136 | 104,688 | 112,573 | 120,791 |
| 4 | 93,089 | 100,461 | 108,180 | 116,231 | 124,616 |
| 5 | 96,250 | 103,787 | 111,672 | 119,890 | 128,440 |
| 6 | 99,409 | 107,112 | 115,164 | 123,548 | 132,265 |
| 7 | 102,569 | 110,438 | 118,656 | 127,206 | 136,090 |
| 8 | 105,726 | 113,763 | 122,148 | 130,865 | 139,915 |
| 9 | 108,882 | 117,089 | 125,639 | 134,525 | 139,915 |
| 10 | 112,038 | 120,914 | 129,131 | 134,525 | 139,915 |
| 11 | 115,193 | 123,740 | 129,131 | 134,525 | 139,915 |
| 12 | 118,348 | 123,740 | 129,131 | 134,525 | 139,915 |

Grade 12A: Lecturer/Research Fellow

| START NOTCH/ PHASE | BASE | I | II | III | IV |
|--------------------|-----------|-----------|-----------|-----------|-----------|
| | 2016/2017 | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021 |
| 1 | 99,409 | 106,150 | 113,276 | 120,789 | 128,688 |
| 2 | 102,569 | 110,095 | 117,414 | 125,120 | 133,212 |
| 3 | 105,726 | 114,040 | 121,553 | 129,451 | 137,736 |
| 4 | 108,882 | 117,985 | 125,691 | 133,782 | 142,260 |
| 5 | 112,038 | 121,930 | 129,829 | 138,114 | 146,784 |
| 6 | 115,193 | 125,876 | 133,967 | 142,445 | 151,308 |
| 7 | 118,348 | 129,821 | 138,105 | 146,776 | 155,833 |
| 8 | 122,815 | 133,766 | 142,243 | 151,107 | 160,357 |
| 9 | 127,283 | 137,711 | 146,382 | 155,438 | 160,357 |
| 10 | 131,750 | 141,656 | 150,520 | 155,438 | 160,357 |
| 11 | 136,217 | 145,601 | 150,520 | 155,438 | 160,357 |
| 12 | 140,683 | 145,601 | 150,520 | 155,438 | 160,357 |

Grade 13A: Senior Lecturer/Senior Research Fellow

| START NOTCH/ PHASE | BASE | I | II | III | IV |
|--------------------|-----------|-----------|-----------|-----------|-----------|
| | 2016/2017 | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021 |
| 1 | 112,038 | 124,804 | 138,225 | 152,303 | 167,037 |
| 2 | 115,193 | 129,466 | 143,216 | 157,622 | 172,683 |
| 3 | 118,348 | 134,129 | 148,207 | 162,940 | 178,330 |
| 4 | 122,815 | 138,792 | 153,197 | 168,259 | 183,977 |
| 5 | 127,283 | 143,455 | 158,188 | 173,578 | 189,623 |
| 6 | 131,750 | 148,117 | 163,179 | 178,896 | 195,270 |
| 7 | 136,217 | 152,780 | 168,170 | 184,215 | 200,917 |
| 8 | 140,683 | 157,443 | 173,160 | 189,534 | 206,563 |
| 9 | 145,441 | 162,105 | 178,151 | 194,852 | 206,563 |
| 10 | 150,201 | 166,768 | 183,142 | 194,852 | 206,563 |
| 11 | 154,960 | 171,431 | 183,142 | 194,852 | 206,563 |
| 12 | 159,720 | 171,431 | 183,142 | 194,852 | 206,563 |

Grade 14A: Associate Professor

| START NOTCH/ PHASE | BASE | I | II | III | IV |
|-----------------------|-----------|-----------|-----------|-----------|-----------|
| | 2016/2017 | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021 |
| 1 | 145,441 | 159,729 | 174,570 | 189,965 | 205,912 |
| 2 | 150,201 | 165,293 | 180,411 | 196,082 | 212,306 |
| 3 | 154,960 | 170,857 | 186,252 | 202,199 | 218,699 |
| 4 | 159,720 | 176,422 | 192,092 | 208,316 | 225,093 |
| 5 | 165,200 | 181,986 | 197,933 | 214,434 | 231,487 |
| 6 | 170,681 | 187,550 | 203,774 | 220,551 | 237,881 |
| 7 | 176,164 | 193,114 | 209,615 | 226,668 | 244,275 |
| 8 | 181,649 | 198,678 | 215,455 | 232,785 | 250,668 |
| 9 | 187,135 | 204,242 | 221,296 | 238,902 | 250,668 |
| 10 | 192,623 | 209,807 | 227,137 | 238,902 | 250,668 |
| 11 | 198,113 | 215,371 | 227,137 | 238,902 | 250,668 |
| 12 | 203,605 | 215,371 | 227,137 | 238,902 | 250,668 |

Grade 15A: Professor

| START NOTCH/ PHASE | BASE | I | II | III | IV |
|-----------------------|-----------|-----------|-----------|-----------|-----------|
| | 2016/2017 | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021 |
| 1 | 170,681 | 187,435 | 203,970 | 220,286 | 236,382 |
| 2 | 176,164 | 194,436 | 210,862 | 229,068 | 243,055 |
| 3 | 181,649 | 201,437 | 217,753 | 233,849 | 249,927 |
| 4 | 187,135 | 208,438 | 224,644 | 240,631 | 256,399 |
| 5 | 192,623 | 215,439 | 231,536 | 247,413 | 263,071 |
| 6 | 198,113 | 222,440 | 238,427 | 254,195 | 269,743 |
| 7 | 203,605 | 229,441 | 245,318 | 260,976 | 276,415 |
| 8 | 212,649 | 236,442 | 252,210 | 267,758 | 283,087 |
| 9 | 221,700 | 243,443 | 259,101 | 274,540 | 283,087 |
| 10 | 230,759 | 250,444 | 265,993 | 274,540 | 283,087 |
| 11 | 239,826 | 257,445 | 265,993 | 274,540 | 283,087 |
| 12 | 248,898 | 257,445 | 265,993 | 274,540 | 283,087 |