

Pay Spine August 2021 - July 2022

Academic Grades

Spine Point	21-22 Salary	Hourly Rate	Grade		Some professors above spine point 57	
57	79658	43.77	all points		Professors	
56	77450	42.55	contributory			
55	75305	41.38				
54	73224	40.23				
53	71203	39.12	Professorial			
52	69242	38.05	Grade 9			
51	67336	37.00			Senior Lecturers and Readers	
50	65486	35.98				
49	63690	34.99		contributory		
48	61947	34.04				
47	60255	33.11				
46	58611	32.20				
45	57016	31.33			Lecturers (This is where most are)	
44	55468	30.48				
43	53964	29.65	contributory	Grade 8		contributory
42	52504	28.85				Lecturers Associate Lecturers and entry grade
41	51086	28.07				
40	49710	27.31				
39	48374	26.58				
38	47103	25.88				
37	45818	25.17	Grade 7	contributory		
36	44595	24.50			Lecturers Associate Lecturers and entry grade	
35	43408	23.85				
34	42256	23.22				
33	41136	22.60				
32	40050	22.01				
31	38995	21.43	contributory	Grade 6		
30	37972	20.86			Lecturers Associate Lecturers and entry grade	
29	36977	20.32				
28	36012	19.79				
27	35074	19.27				
26	34165	18.77				
25	33282	18.29	Grade 5	contributory		
24	32424	17.82			Lecturers Associate Lecturers and entry grade	
23	31593	17.36				
22	30784	16.91				
21	30010	16.49				
20	29300	16.10				
19	28547	15.69	contributory	Grade 4		
18	27852	15.30			Lecturers Associate Lecturers and entry grade	
17	27165	14.93				
16	26531	14.58				
15	25944	14.25				

14	25381	13.95		
13	24833	13.64	Grade 3	contributory
12	24307	13.36		Grade 2
11	23808	13.08		
10	23351	12.83		
9	22959	12.61		
8	22622	12.43		
7	22307	12.26	contributory	
6	21998	12.09		
5	21693	11.92		
4	21392	11.75		
3	21149	11.62		

Please note: more work is underway to develop and clarify these academic scales