



AU Payscale

2024

1. Introduction

- 1.1 The University offers a competitive payscale designed to ensure fairness and equity for all employees. Payscale is based on position. Payscale maybe adjusted according to the financial situation of the university and external factors. The Pay scale clearly specifies the minimum and maximum salary levels for administrative and faculty staff, and is periodically reviewed to ensure fairness, competitiveness and reflect AU's commitment to attracting and retaining high-quality staff and faculty.
- 1.2 The University ensures that every employee, regardless of gender, nationality and religious background receives equal working conditions and benefits and adhere to the Kuwait Labor Law for all employees.
- 1.3 AU maintains highly competitive salary ranges, updated through routine local market benchmarking and review. The Pay scale reflects AU's commitment to maintaining compensation levels that are very competitive in the market, and definitely exceed the [national minimum wage](#) specified and announced by the Pubic Authority for Manpower. AU Average Monthly Salary KD 1,236 well above minimum monthly salary indicated in ministerial decision.
- 1.4 AU is committed to guaranteeing equal pay for equal work / work of equal value across all staff groups. This commitment aligns with [Kuwait Labour Law](#) No. 6 of 2010 (Article. 26) on equal remuneration and international best practice on equal pay for work of equal value.
- 1.5 “Article 26 on equal remuneration for the same work: A working woman shall be entitled to a remuneration similar to the remuneration of a man if she performs the same kind of work.”
- 1.6 AU as an institution measures and tracks pay-scale gender equity, with different methods, and KPIs on annual basis. It's aligned with Kuwait Labour Law No. 6 of 2010.
- 1.7 AU tracking pay-scale gender equity results (for all previous years) consistently show a zero gender pay gap for staff at same academic/administrative level, as pay is set by transparent salary bands, job descriptions, and a promotion cycle that do not vary by gender.

2. Faculty Members

2.1 Currently, salaries for faculty members of both female and male range between [1800 KD] and [3000 KD] per month, depending on the academic rank, experience, and research profile.

2.2 Faculty members are eligible for an annual salary Increase based on the following:

- Academic rank and at least one year of service at the University.
- Performance appraisal that meets or exceeds expectations.
- No disciplinary notes or disciplinary action during the period.

2.3 The University has the right to stop increments due to certain factors and/or financial situation. The University is committed to maintaining a fair, transparent, and competitive payscale system that rewards performance and experience across all staff categories.

2.4 Teaching Load

2.4.1 Faculty members are assigned weekly teaching load. Teaching loads are assigned based on the rank of the faculty member as detailed below:

Rank	Teaching Hours/Week
Professor	12
Associate Professor	12
Assistant Professor	14
Senior Instructor	20
Instructor	20

2.4.2 Faculty members holding added roles are assigned reduced hours based on the role assigned to them such as Dean or Head of Department. Furthermore, The University utilizes part time faculty members and assigns them with a weekly teaching load based on the department needs.

2.4.3 The University expects all faculty members to be engaged in research activities. Moreover, faculty members serve as primary advisors for students. Academic Advisors assist students in making decisions by providing accurate and timely advice along with the necessary information for a successful learning experience tailored to their needs.

2.4.4 Academic Salary Scale and Benefits

Academic Salary Scale	Start	End
Head of Department (Reward)	400	
Professor	2,551	2,700
Associate Professor	2,150	2,550
Assistant Professor	1,801	2,150
Senior Instructor	1,500	1,740
Instructor	1,100	1,740
Teaching Assistant	851	1050

3. Administration Staff

3.1 Currently, salaries for administrative positions of both female and male range between [400 KD] and [2500 KD] per month, depending on the role, experience, and qualifications.

3.2 Administration staff are considered for salary increment based on the following:

3.3 Salary increments every two years until the staff member reaches the maximum of the salary band.

3.4 Staff must receive performance appraisals that meet or exceed expectations for both years.

3.5 No disciplinary notes or disciplinary action during the period.

3.6 Administrative Salary Scale:

Administrative Salary Scale	Start	End
Senior Coordinator	1001	1200
Coordinator	801	1000
Senior Officer	651	800
Officer	501	650
Admin. Assistant/Secretary	351	500

