

Important Notes:

1. A successful candidate for a Level A position who possesses a PhD must be appointed to the 6th year salary at least.
2. Clinical Loadings are listed after Level E Salary rates.
3. Casual Rate: irregular hours, ie days and hours vary.

[2011 Salary On-costs \(pdf\)](#)

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MINIMUM SALARIES FOR FULL-TIME AND PART-TIME STAFF

	Step	Current	2%	2%	2%	2%	2%	2%	2%	2.65%
			31/03/10	1/10/10	1/03/11	1/10/11	1/03/12	1/10/12	1/03/13	30/06/13
Level A [Associate Lecturer]	1	50,284	51,290	52,316	53,362	54,429	55,518	56,628	57,761	59,292
	2	53,155	54,218	55,302	56,408	57,536	58,687	59,861	61,058	62,676
	3	56,028	57,149	58,292	59,458	60,647	61,860	63,097	64,359	66,065
	4	58,902	60,080	61,282	62,508	63,758	65,033	66,334	67,661	69,454
	5	61,236	62,461	63,710	64,984	66,284	67,610	68,962	70,341	72,205
	6*	63,572	64,843	66,140	67,463	68,812	70,188	71,592	73,024	74,959
	7	65,905	67,223	68,567	69,938	71,337	72,764	74,219	75,703	77,709
	8	68,240	69,605	70,997	72,417	73,865	75,342	76,849	78,386	80,463
Level B [Lecturer]	1	71,832	73,269	74,734	76,229	77,754	79,309	80,895	82,513	84,700
	2	74,527	76,018	77,538	79,089	80,671	82,284	83,930	85,609	87,878
	3	77,219	78,763	80,338	81,945	83,584	85,256	86,961	88,700	91,051
	4	79,915	81,513	83,143	84,806	86,502	88,232	89,997	91,797	94,230
	5	82,607	84,259	85,944	87,663	89,416	91,204	93,028	94,889	97,404
	6	85,302	87,008	88,748	90,523	92,333	94,180	96,064	97,985	100,582
Level C [Senior Lecturer]	1	87,994	89,754	91,549	93,380	95,248	97,153	99,096	101,078	103,757
	2	90,690	92,504	94,354	96,241	98,166	100,129	102,132	104,175	106,936
	3	93,380	95,248	97,153	99,096	101,078	103,100	105,162	107,265	110,108
	4	96,077	97,999	99,959	101,958	103,997	106,077	108,199	110,363	113,288
	5	98,768	100,743	102,758	104,813	106,909	109,047	111,228	113,453	116,460
	6	101,465	103,494	105,564	107,675	109,829	112,026	114,267	116,552	119,641
Level D [Associate Professor]	1	105,954	108,073	110,234	112,439	114,688	116,982	119,322	121,708	124,933
	2	109,543	111,734	113,969	116,248	118,573	120,944	123,363	125,830	129,164
	3	113,135	115,398	117,706	120,060	122,461	124,910	127,408	129,956	133,400
	4	116,726	119,061	121,442	123,871	126,348	128,875	131,453	134,082	137,635
Level E [Professor]		136,483	139,213	141,997	144,837	147,734	150,689	153,703	156,777	160,932

* PhD / Course Coordination point

Continuing, contingent and fixed-term staff will progress incrementally through their pay scale on an annual basis, subject to satisfactory performance.

CLINICAL LOADINGS

The University may pay the following loadings to eligible staff.

- (i) A full-clinical loading may be paid to full-time medically qualified academic staff at the level of Lecturer and above in positions where the major proportion of individual responsibilities is for patient care and clinical teaching.
- (ii) A para-clinical loading may be paid to full-time medically qualified academic staff at the level of Lecturer and above in positions where there is a substantial contribution to patient care and clinical teaching.
- (iii) A pre-clinical loading may be paid to all other full-time medically qualified academic staff at the level of Lecturer and above.
- (iv) A dental qualified loading may be paid to academic staff at the level of Lecturer and above employed in a medical school or dental school in the teaching of medical or dental students.

All clinical loadings determined in accordance with the above will be superannuable.

All clinical loadings determined in accordance with the above will be paid to staff members entitled to such loadings during periods of Special Studies Program leave, long service leave and annual leave when leave is taken on service, but will not be taken into account in the calculation of statutory entitlements on cessation of employment.

Loadings	Current	2%	2%	2%	2%	2%	2%	2%	2.65%
		31/03/10	1/10/10	1/03/11	1/10/11	1/03/12	1/10/12	1/03/13	30/06/13
Professional Loading	18,498	18,868	19,245	19,630	20,023	20,423	20,831	21,248	21,811
Full Clinical Loading	23,626	24,099	24,581	25,073	25,574	26,085	26,607	27,139	27,858
Para Clinical Loading	15,770	16,085	16,407	16,735	17,070	17,411	17,759	18,114	18,594
Pre Clinical Loading	11,829	12,066	12,307	12,553	12,804	13,060	13,321	13,587	13,947
Dental Qualified Loading	11,829	12,066	12,307	12,553	12,804	13,060	13,321	13,587	13,947

MINIMUM SALARIES FOR CASUAL STAFF**LECTURING**

The term “**lecture**” means any education delivery described as a lecture in a course or program outline, or in an official timetable issued by the University.

A casual academic required to deliver a lecture (or equivalent delivery through other than face-to-face teaching mode) of a specified duration and relatedly provide directly associated non contact duties in the nature of preparation, contemporaneous marking arising from the lecture and reasonable student consultation will be paid for at a rate for each hour of lecture delivered, according to the following table:

‘**Contemporaneous marking**’ means marking that is not course wide undertaken during a lecture, tutorial or practical session, laboratory, or other teaching session. Marking after the lecture, tutorial or practical session, laboratory, or other teaching session that is not course wide, is also regarded as contemporaneous marking.

Marking undertaken outside of the lecture, tutorial or practical session, laboratory, or other teaching session that is course wide, will be paid according to Schedule 2 – Marking.

	Current	2% 31/03/10	2% 1/10/10	2% 1/01/11	2% 1/03/11	2% 1/10/11	2% 1/01/12	2% 1/03/12	2% 1/10/12	2% 1/03/13	2.65% 30/06/13
Casual Loading	23.00%	23.00%	23.00%	24.00%	24.00%	24.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Basic Lecture (1 hour of delivery and 2 hours associated working time)	141.02	143.84	146.72	147.91	150.87	153.89	155.13	158.23	161.39	164.62	168.98
Developed lecture (1 hour of delivery and 3 hours associated working time)	188.02	191.78	195.62	197.21	201.15	205.17	206.82	210.96	215.18	219.48	225.30
Specialised Lecture (1 hour of delivery and 4 hours associated working time)	235.03	239.73	244.52	246.51	251.44	256.47	258.54	263.71	268.98	274.36	281.63
Repeat Lecture (1 hour of delivery and 1 hour associated working time)	94.01	95.89	97.81	98.61	100.58	102.59	103.42	105.49	107.60	109.75	112.66

TUTORING

The term **"tutorial"** means any education delivery described as a tutorial in a course or program outline, or in an official timetable issued by the University.

A casual academic required to deliver or present a tutorial (or equivalent delivery through other than face-to-face teaching mode) of a specified duration and relatedly provide directly associated non contact duties in the nature of preparation, contemporaneous marking and student consultation arising from the tutorial, will be paid at a rate for each hour of tutorial delivered or presented, according to the following table.

	Current	2% 31/03/10	2% 1/10/10		2% 1/03/11	2% 1/10/11		2% 1/03/12	2% 1/10/12	2% 1/03/13	2.65% 30/06/13
Casual Loading	23.00%	23.00%	23.00%	24.00%	24.00%	24.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Tutorial (1 hour of delivery and 2 hours associated working time)	100.58	102.59	104.64	105.49	107.60	109.75	110.64	112.85	115.11	117.41	120.52
Tutorial where the duties include full course coordination or where a tutor has doctoral qualification.	120.31	122.72	125.17	126.19	128.71	131.28	132.34	134.99	137.69	140.44	144.16
Repeat Tutorial (1 hour of delivery and 1 hour associated working time)	67.05	68.39	69.76	70.33	71.74	73.17	73.76	75.24	76.74	78.27	80.34
Repeat Tutorial where the duties include full course coordination or where a tutor has doctoral qualification.	80.21	81.81	83.45	84.13	85.81	87.53	88.24	90.00	91.80	93.64	96.12

The hourly rate in a repeat tutorial applies to a second or subsequent delivery of substantially the same tutorial in the same course matter within a period of 7 days, and any marking and student consultation contemporaneous with it.

MUSICAL ACCOMPANIST

The term “**musical accompanying with special educational service**” means the provision of musical accompaniment to one or more students or staff in the program of teaching by another staff member in circumstances where the accompanist deploys educational expertise in repertoire development or expression for student concert or examination purposes, but does not include concert accompanying, vocal coaching or musical directing.

For musical accompanying, the casual academic will be paid for each hour of accompanying as well as for one hour of preparation time for each hour of accompanying delivered.

	Current	2% 31/03/10	2% 1/10/10	1/01/11	2% 1/03/11	2% 1/10/11	1/01/12	2% 1/03/12	2% 1/10/12	2% 1/03/13	2.65% 30/06/13
Casual Loading	23.00%	23.00%	23.00%	24.00%	24.00%	24.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Musical Accompanying with special educational service, and associated working time assumed. (1 hour of delivery and 1 hour preparation time)	67.05	68.39	69.76	70.33	71.74	73.17	73.76	75.24	76.74	78.27	80.34
Musical Accompanying with special educational service, and associated working time assumed (1 hour of delivery and 1 hour preparation time), Including full course coordination or, where an accompanist has doctoral qualifications.	80.21	81.81	83.45	84.13	85.81	87.53	88.24	90.00	91.80	93.64	96.12

CLINICAL NURSE (EDUCATOR)

The term “**undergraduate clinical nurse education**” means the conduct of undergraduate nurse education in a clinical setting.

A Clinical Nurse (Educator), required to provide undergraduate clinical nurse education, will be paid for each hour of clinical education delivered, together with directly associated non contact duties in the nature of preparation, contemporaneous marking, and student consultation according to the following table:

	Current	2% 31/03/10	2% 1/10/10	2% 1/01/11	2% 1/03/11	2% 1/10/11	2% 1/01/12	2% 1/03/12	2% 1/10/12	2% 1/03/13	2.65% 30/06/13
Casual Loading	23.00%	23.00%	23.00%	24.00%	24.00%	24.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Little Preparation Required (1 hour of delivery and 0.5 hours associated working time)	50.29	51.30	52.33	52.76	53.82	54.90	55.34	56.45	57.58	58.73	60.29
Normal Preparation Time (1 hour of delivery and 1 hour associated working time)	67.05	68.39	69.76	70.33	71.74	73.17	73.76	75.24	76.74	78.27	80.34
Little Preparation and Course Coordination (1 hour of delivery and 0.5 hours associated working time) including full course coordination or where the clinical nurse educator has a relevant doctoral qualification.	60.15	61.35	62.58	63.09	64.35	65.64	66.17	67.49	68.84	70.22	72.08
Normal Preparation Time and Course Coordination (1 hour of delivery and 1 hour associated working time) including full course coordination or where the clinical nurse educator has a relevant doctoral qualification.	80.21	81.81	83.45	84.13	85.81	87.53	88.24	90.00	91.80	93.64	96.12

MARKING

All marking other than “contemporaneous marking” (as defined), associated with the above classification categories and rates of pay shall be paid according to the following table, for all time worked.

Marking undertaken outside of the lecture, tutorial or practical session, laboratory, or other teaching session that is course wide, will be paid according to the following schedule:

	Current	2%	2%		2%	2%		2%	2%	2%	2.65%
		31/03/10	1/10/10	1/01/11	1/03/11	1/10/11	1/01/12	1/03/12	1/10/12	1/03/13	30/06/13
Casual Loading	23.00%	23.00%	23.00%	24.00%	24.00%	24.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Standard Marking (for all time worked)	33.53	34.20	34.88	35.16	35.86	36.58	36.88	37.62	38.37	39.14	40.18
Standard Marking Where the duties include full course coordination, or where a Marker has doctoral qualification (for all time worked)	40.10	40.90	41.72	42.06	42.90	43.76	44.11	44.99	45.89	46.81	48.05
Marking, as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to a staff member at Level B status (for all time worked).	47.01	47.95	48.91	49.31	50.30	51.31	51.72	52.75	53.81	54.89	56.34

OTHER REQUIRED ACADEMIC ACTIVITY

“Other required academic activity” shall include work that a person acting on behalf of the University requires the staff member to perform, and that is performed in accordance with any such requirement, being work of the following nature:

- (i) the conduct of practical classes, demonstrations, workshops, student field excursions;
- (ii) the conduct of clinical sessions other than clinical nurse education;
- (iii) the conduct of performance and visual art studio sessions;
- (iv) musical coaching, repeteurship, and musical accompanying other than with special educational service;
- (v) marking other than contemporaneous marking, including marking of course wide examinations, essays and assessment tasks;
- (vi) activities associated with the coordination of programs;
- (vii) development of teaching and course materials such as the preparation of course guides and reading lists and basic activities associated with course coordination;
- (viii) consultation with students;
- (ix) supervision;
- (x) attendance at school and/or faculty meetings as required;
- (xi) compulsory attendance at lectures, tutorials, musical accompaniment or clinical nurse education presentation;
- (xii) Other required academic activities.

The above list is not intended to be exhaustive, but is provided by way of examples and guidance.

	Current	2% 31/03/10	2% 1/10/10		1/01/11	2% 1/03/11	2% 1/10/11		1/01/12	2% 1/03/12	2% 1/10/12	2% 1/03/13	2.65% 30/06/13
Casual Loading	23.00%	23.00%	23.00%		24.00%	24.00%	24.00%		25.00%	25.00%	25.00%	25.00%	25.00%
Other Required Academic Activity (for each hour of activity)	33.53	34.20	34.88		35.16	35.86	36.58		36.88	37.62	38.37	39.14	40.18
Other Required Academic Activity where the duties include full course coordination, or where the staff member has doctoral qualification (for each hour of activity)	40.10	40.90	41.72		42.06	42.90	43.76		44.11	44.99	45.89	46.81	48.05