

SCHEDULE 1: RATES OF PAY – FULL-TIME ACADEMIC STAFF

Notes:

*Any Level A who is required to carry out full subject coordination duties as part of his or her normal duties, or who on appointment holds or during appointment gains a relevant doctoral qualification, will be paid a salary no lower than this point.

All salary increases are effective from the beginning of first full pay period commencing on or after the date indicated in the table below.

Classification	Step	Current	1%	1%	1%	1%	1%	1%	1%
		1-Nov-17 per annum	1-May-18 per annum	1-Nov-18 per annum	1-May-19 per annum	1-Nov-19 per annum	1-May-20 per annum	1-Nov-20 per annum	1-May-21 per annum
Level A Associate Lecturer	1	75,871	76,630	77,396	78,170	78,952	79,741	80,539	81,344
	2	79,762	80,560	81,366	82,179	83,001	83,831	84,669	85,516
	3*	86,086	86,947	87,816	88,695	89,581	90,477	91,382	92,296
	4	92,406	93,330	94,263	95,206	96,158	97,120	98,091	99,072
Level B Lecturer	1	Eliminated from 1 November 2010							
	2	100,923	101,932	102,952	103,981	105,021	106,071	107,132	108,203
	3	104,565	105,610	106,667	107,733	108,811	109,899	110,998	112,108
	4	108,219	109,301	110,394	111,498	112,613	113,739	114,876	116,025
	5	111,862	112,981	114,110	115,252	116,404	117,568	118,744	119,931
	6	115,486	116,641	117,807	118,985	120,175	121,377	122,591	123,817
	7			121,849	123,067	124,298	125,541	126,796	128,064
Level C Senior Lecturer	1	Eliminated from 1 November 2010							
	2	122,684	123,911	125,150	126,402	127,666	128,942	130,232	131,534
	3	126,283	127,546	128,822	130,110	131,411	132,725	134,052	135,393
	4	129,882	131,181	132,493	133,818	135,156	136,508	137,873	139,251
	5	133,478	134,813	136,161	137,522	138,898	140,287	141,689	143,106
	6	137,082	138,453	139,838	141,236	142,648	144,075	145,516	146,971
	7			143,725	145,162	146,614	148,080	149,561	151,056
Level D Associate Professor	1	Eliminated from 1 November 2010							
	2	147,876	149,355	150,848	152,357	153,880	155,419	156,973	158,543
	3	152,677	154,204	155,746	157,303	158,876	160,465	162,070	163,691
	4	157,475	159,049	160,640	162,246	163,869	165,508	167,163	168,834
	5			165,363	167,017	168,687	170,374	172,078	173,799
Level E Professor	1	183,874	185,713	187,570	189,445	191,340	193,253	195,186	197,138
Clinical Facilitators	1			73,426	74,161	74,902	75,651	76,408	77,172

SCHEDULE 2: RATES OF PAY - CASUAL ACADEMIC STAFF

(Refer to Schedule 4 for full description of each activity)

- a. All salary increases are effective from the first full pay period commencing on or after the date indicated in the table below.
- b. The rates of pay include a casual loading of 25%.
- c. The hourly rate of pay is derived from the following formula – “relevant full-time salary” / 52 / 37.5 + 25%. Refer to the notes at the end of the schedule for the “relevant full-time rate”.
- d. Marking - All marking by a casual academic (except in the case of marking which takes place during a lecture, tutorial, or clinical session) will be paid according to the rates in the table below.

Classification	Step	Current	1%	1%	1%	1%	1%	1%	1%
		1-Nov-17	1-May-18	1-Nov-18	1-May-19	1-Nov-19	1-May-20	1-Nov-20	1-May-21
Lecturing	Specialised (3)	323.47	326.71	329.97	333.27	336.61	339.97	343.37	346.81
	Developed (3)	258.78	261.37	263.98	266.62	269.28	271.98	274.70	277.44
	Basic (3)	194.08	196.02	197.98	199.96	201.96	203.98	206.02	208.08
	Repeat (3)	129.39	130.68	131.99	133.31	134.64	135.99	137.35	138.72
Tutoring	Normal (1)	138.42	139.81	141.20	142.62	144.04	145.48	146.94	148.41
	Repeat (1)	92.28	93.20	94.14	95.08	96.03	96.99	97.96	98.94
	Normal PhD/Co-ord (2)	165.55	167.21	168.88	170.57	172.27	173.99	175.73	177.49
	Repeat PhD/Co-ord (2)	110.37	111.47	112.59	113.71	114.85	116.00	117.16	118.33
Other academic activity	Other activity (1)	46.14	46.60	47.07	47.54	48.01	48.49	48.98	49.47
	Other activity PhD (2)	55.18	55.74	56.29	56.86	57.42	58.00	58.58	59.16
	Other activity- subject coord (3)	64.69	65.34	65.99	66.65	67.32	67.99	68.67	69.36
Marking	Standard (1)	46.14	46.60	47.07	47.54	48.01	48.49	48.98	49.47
	Standard PhD/Co-ord (2)	55.18	55.74	56.29	56.86	57.42	58.00	58.58	59.16
	Higher level (3)	64.69	65.34	65.99	66.65	67.32	67.99	68.67	69.36
Clinical facilitators	Normal prep (1)	92.28	93.20	94.14	95.08	96.03	96.99	97.96	98.94
	Little prep (1)	69.21	69.90	70.60	71.31	72.02	72.74	73.47	74.20
	Normal prep PhD/Co-ord (2)	110.37	111.47	112.59	113.71	114.85	116.00	117.16	118.33
	Little prep PhD/Co-ord (2)	82.78	83.60	84.44	85.28	86.14	87.00	87.87	88.75

(1) These casual rates of pay are calculated using the Level A (Associate Lecturer) Step 2 rate operative immediately prior to certification of the *Enterprise Agreement (Academic Staff) 2004*. The University will continue to recognise this rate as the base for the calculation of these casual rates for the life of the Agreement. The annual base rate will be adjusted by the salary increases as follows:

Current	1%	1%	1%	1%	1%	1%	1%
1-Nov-17	1-May-18	1-Nov-18	1-May-19	1-Nov-19	1-May-20	1-Nov-20	1-May-21
71,980	72,700	73,426	74,161	74,902	75,651	76,408	77,172

- (2) These casual rates are calculated using Level A Step 3
- (3) These casual rates are calculated using Level B Step 2