

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.

[2009 Salary On-costs \(pdf\)](#)

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MINIMUM SALARIES FOR FULL-TIME AND PART-TIME ACADEMIC STAFF

	Step	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
Level A [Associate Lecturer]	1	45,544	46,455	47,384	48,332	49,298	50,284
	2	48,144	49,107	50,089	51,091	52,113	53,155
	3	50,746	51,761	52,796	53,852	54,929	56,028
	4	53,349	54,416	55,504	56,614	57,747	58,902
	5	55,464	56,573	57,704	58,858	60,035	61,236
	6*	57,579	58,731	59,905	61,103	62,325	63,572
	7	59,692	60,886	62,104	63,346	64,613	65,905
	8	61,807	63,043	64,304	65,590	66,902	68,240
Level B [Lecturer]	1	65,061	66,362	67,689	69,043	70,424	71,832
	2	67,502	68,852	70,229	71,633	73,066	74,527
	3	69,939	71,338	72,765	74,220	75,705	77,219
	4	72,381	73,829	75,305	76,812	78,348	79,915
	5	74,820	76,316	77,843	79,400	80,988	82,607
	6	77,261	78,806	80,382	81,990	83,630	85,302
Level C [Senior Lecturer]	1	79,699	81,293	82,919	84,577	86,268	87,994
	2	82,141	83,783	85,459	87,168	88,912	90,690
	3	84,577	86,269	87,994	89,754	91,549	93,380
	4	87,020	88,761	90,536	92,347	94,194	96,077
	5	89,457	91,246	93,071	94,933	96,831	98,768
	6	91,900	93,738	95,613	97,525	99,475	101,465
Level D [Associate Professor]	1	95,966	97,885	99,843	101,840	103,876	105,954
	2	99,216	101,201	103,225	105,289	107,395	109,543
	3	102,470	104,520	106,610	108,742	110,917	113,135
	4	105,722	107,836	109,993	112,193	114,437	116,726
Level E [Professor]		123,617	126,089	128,611	131,183	133,807	136,483

Loadings

	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
Professional Loading	16,754	17,089	17,431	17,780	18,135	18,498
Full Clinical Loading	21,398	21,826	22,263	22,708	23,162	23,626
Para Clinical Loading	14,283	14,569	14,860	15,158	15,461	15,770
Pre Clinical Loading	10,714	10,929	11,147	11,370	11,597	11,829
Dental Qualified Loading	10,714	10,929	11,147	11,370	11,597	11,829

* PhD / Course Coordination point

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 face-to-face teaching mode) of a specified duration and relatedly provide directly associated non contact duties in the nature of preparation, reasonably 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:

“**Reasonably contemporaneous marking**” means marking which does not include marking of course/program wide examinations, essays or assessment tasks.

	1/10/2006 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
L3 - Basic Lecture (1 hour of delivery and 2 hours associated working time)	125.22	127.72	130.28	132.88	135.54	138.25	141.02
L2 - Developed lecture (1 hour of delivery and 3 hours associated working time)	166.96	170.30	173.71	177.18	180.72	184.34	188.02
L1 - Specialised Lecture (1 hour of delivery and 4 hours associated working time)	208.70	212.87	217.13	221.47	225.90	230.42	235.03
L4 - Repeat Lecture (1 hour of delivery and 1 hour associated working time)	83.48	85.15	86.85	88.59	90.36	92.17	94.01

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, reasonably 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.

	1/10/2006 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
T1 - Tutorial (1 hour of delivery and 2 hours associated working time)	89.31	91.10	92.92	94.78	96.67	98.61	100.58
T2 - Tutorial where the duties include <i>full course coordination</i> or where a tutor has <i>doctoral qualification</i> .	106.83	108.97	111.15	113.37	115.64	117.95	120.31
T3 - Repeat Tutorial (1 hour of delivery and 1 hour associated working time)	59.54	60.73	61.95	63.18	64.45	65.74	67.05
T4 - Repeat Tutorial where the duties include <i>full course coordination</i> or where a tutor has <i>doctoral qualification</i> .	71.22	72.64	74.10	75.58	77.09	78.63	80.21

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.

	1/10/2006 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
Musical Accompanying , with special educational service, and associated working time assumed. (1 hour of delivery and 1 hour preparation time)	59.54	60.73	61.95	63.18	64.45	65.74	67.05
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.	71.22	72.64	74.10	75.58	77.09	78.63	80.21

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, reasonably contemporaneous marking, and student consultation according to the following table:

	1/10/2006 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
N1 - Little Preparation Required (1 hour of delivery and 0.5 hours associated working time)	44.66	45.55	46.46	47.39	48.34	49.30	50.29
N2 - Normal Preparation Time (1 hour of delivery and 1 hour associated working time)	59.44	60.73	61.95	63.18	64.45	65.74	67.05
N3 - 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.	53.42	54.48	55.57	56.68	57.82	58.97	60.15
N4 - 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.	71.22	72.64	74.10	75.58	77.09	78.63	80.21

Marking

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

	1/10/2006 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
M3 - Standard Marking (for all time worked)	29.77	30.37	30.97	31.59	32.22	32.87	33.53
M2 - Standard Marking Where the duties include <i>full course coordination</i> , or where a Marker has <i>doctoral qualification</i> (for all time worked)	35.61	36.32	37.05	37.79	38.55	39.32	40.10
M1 - 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).	41.74	42.57	43.43	44.29	45.18	46.08	47.01

Other Required Academic Activity

“Other required academic activity” shall include work that a person, acting as or 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, repititeurship, 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.

	1/10/2006 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
Other - Other Required Academic Activity (for each hour of activity)	29.77	30.37	30.97	31.59	32.22	32.87	33.53
Othr1 - Other Required Academic Activity where the duties include <i>full course coordination</i> , or where the staff member has <i>doctoral qualification</i> (for each hour of activity)	35.61	36.32	37.05	37.79	38.55	39.32	40.10