

SCHEDULES**SCHEDULE 1 – Minimum Salaries for Full-time and Part-time Staff**

| | Step | Current | 1.5% From the start of the first pay period commencing on or after 31/03/14 | 1.5% From the start of the first pay period commencing on or after 30/09/14 | 3% From the start of the first pay period commencing on or after 31/03/15 | 3% From the start of the first pay period commencing on or after 31/03/16 | 3% From the start of the first pay period commencing on or after 31/03/17 |
|--------------------------------------------|-------------|----------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Level A [Associate Lecturer] | 1 | 59,292 | 60,181 | 61,084 | 62,917 | 64,804 | 66,748 |
| | 2 | 62,676 | 63,616 | 64,570 | 66,507 | 68,503 | 70,558 |
| | 3 | 66,065 | 67,056 | 68,062 | 70,104 | 72,207 | 74,373 |
| | 4 | 69,454 | 70,496 | 71,553 | 73,700 | 75,911 | 78,188 |
| | 5 | 72,205 | 73,288 | 74,387 | 76,619 | 78,918 | 81,285 |
| | 6* | 74,959 | 76,083 | 77,225 | 79,541 | 81,928 | 84,385 |
| | 7 | 77,709 | 78,875 | 80,058 | 82,459 | 84,933 | 87,481 |
| | 8 | 80,463 | 81,670 | 82,895 | 85,382 | 87,943 | 90,582 |
| Level B [Lecturer] | 1 | 84,700 | 85,971 | 87,260 | 89,878 | 92,574 | 95,351 |
| | 2 | 87,878 | 89,196 | 90,534 | 93,250 | 96,048 | 98,929 |
| | 3 | 91,051 | 92,417 | 93,803 | 96,617 | 99,516 | 102,501 |
| | 4 | 94,230 | 95,643 | 97,078 | 99,990 | 102,990 | 106,080 |
| | 5 | 97,404 | 98,865 | 100,348 | 103,358 | 106,459 | 109,653 |
| | 6 | 100,582 | 102,091 | 103,622 | 106,731 | 109,933 | 113,231 |
| Level C [Senior Lecturer] | 1 | 103,757 | 105,313 | 106,893 | 110,100 | 113,403 | 116,805 |
| | 2 | 106,936 | 108,540 | 110,168 | 113,473 | 116,877 | 120,384 |
| | 3 | 110,108 | 111,760 | 113,436 | 116,839 | 120,344 | 123,955 |
| | 4 | 113,288 | 114,987 | 116,712 | 120,213 | 123,820 | 127,534 |
| | 5 | 116,460 | 118,207 | 119,980 | 123,579 | 127,287 | 131,105 |
| | 6 | 119,641 | 121,436 | 123,257 | 126,955 | 130,764 | 134,686 |
| Level D [Associate Professor] | 1 | 124,933 | 126,807 | 128,709 | 132,570 | 136,547 | 140,644 |
| | 2 | 129,164 | 131,101 | 133,068 | 137,060 | 141,172 | 145,407 |
| | 3 | 133,400 | 135,401 | 137,432 | 141,555 | 145,802 | 150,176 |
| | 4 | 137,635 | 139,700 | 141,795 | 146,049 | 150,430 | 154,943 |
| Level E [Professor] | | 160,932 | 163,346 | 165,796 | 170,770 | 175,893 | 181,170 |

* PhD / Course Coordination point

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 | 1.5% | 1.5% | 3% | 3% | 3% |
|--------------------------|---------|------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|
| | | From the start of the first pay period commencing on or after 31/03/14 | From the start of the first pay period commencing on or after 30/09/14 | From the start of the first pay period commencing on or after 31/03/15 | From the start of the first pay period commencing on or after 31/03/16 | From the start of the first pay period commencing on or after 31/03/17 |
| Professional Loading | 21,811 | 22,138 | 22,470 | 23,144 | 23,839 | 24,554 |
| Full Clinical Loading | 27,858 | 28,276 | 28,700 | 29,561 | 30,448 | 31,361 |
| Para Clinical Loading | 18,594 | 18,873 | 19,156 | 19,731 | 20,323 | 20,932 |
| Pre Clinical Loading | 13,947 | 14,156 | 14,369 | 14,800 | 15,244 | 15,701 |
| Dental Qualified Loading | 13,947 | 14,156 | 14,369 | 14,800 | 15,244 | 15,701 |

SCHEDULE 2 – Minimum Salaries for Casual Staff**Lecturing**

The term “**lecture**” means an activity whose primary purpose is the presentation and structuring of information, ideas, and/or skills to a class to facilitate student learning. Generally the activity will be 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 of course assessment(s) that is wholly undertaken and completed during a scheduled teaching period (e.g. lecture, tutorial or practical session, studio, laboratory, or other teaching session). Marking that is part of formal assessment undertaken and/or completed outside of the lecture, tutorial or practical session, studio, laboratory, or other scheduled teaching session, will be paid according to Schedule 2 – Marking.

| | Current | 1.5% From the start of the first pay period commencing on or after 31/03/14 | 1.5% From the start of the first pay period commencing on or after 30/09/14 | 3% From the start of the first pay period commencing on or after 31/03/15 | 3% From the start of the first pay period commencing on or after 31/03/16 | 3% From the start of the first pay period commencing on or after 31/03/17 |
|-----------------------------------------------------------------------------------------------------|----------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Casual Loading | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% |
| Basic Lecture (1 hour of delivery and 2 hours associated working time) | 168.98 | 171.51 | 174.09 | 179.31 | 184.69 | 190.23 |
| Developed lecture (1 hour of delivery and 3 hours associated working time) | 225.30 | 228.68 | 232.11 | 239.07 | 246.25 | 253.63 |
| Specialised Lecture (1 hour of delivery and 4 hours associated working time) | 281.63 | 285.85 | 290.14 | 298.85 | 307.81 | 317.05 |
| Repeat Lecture (1 hour of delivery and 1 hour associated working time) | 112.66 | 114.35 | 116.07 | 119.55 | 123.13 | 126.83 |

Tutoring

The term “**tutorial**” means an activity whose primary purpose is the clarification, exploration and reinforcement of subject content presented or accessed (generally through a lecture or equivalent) and includes any educational delivery described as a tutorial in a course 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 | 1.5% From the start of the first pay period commencing on or after 31/03/14 | 1.5% From the start of the first pay period commencing on or after 30/09/14 | 3% From the start of the first pay period commencing on or after 31/03/15 | 3% From the start of the first pay period commencing on or after 31/03/16 | 3% From the start of the first pay period commencing on or after 31/03/17 |
|--------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Casual Loading | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% |
| Tutorial (1 hour of delivery and 2 hours associated working time) | 120.52 | 122.33 | 124.16 | 127.89 | 131.72 | 135.68 |
| Tutorial where the duties include full course coordination or where a tutor has doctoral qualification. | 144.16 | 146.32 | 148.52 | 152.97 | 157.56 | 162.29 |
| Repeat Tutorial (1 hour of delivery and 1 hour associated working time) | 80.34 | 81.55 | 82.77 | 85.25 | 87.81 | 90.44 |
| Repeat Tutorial where the duties include full course coordination or where a tutor has doctoral qualification. | 96.12 | 97.56 | 99.03 | 102.00 | 105.06 | 108.21 |

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 | 1.5% From the start of the first pay period commencing on or after 31/03/14 | 1.5% From the start of the first pay period commencing on or after 30/09/14 | 3% From the start of the first pay period commencing on or after 31/03/15 | 3% From the start of the first pay period commencing on or after 31/03/16 | 3% From the start of the first pay period commencing on or after 31/03/17 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Casual Loading | 25.00% | 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) | 80.34 | 81.55 | 82.77 | 85.25 | 87.81 | 90.44 |
| 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. | 96.12 | 97.56 | 99.03 | 102.00 | 105.06 | 108.21 |

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

| | Current | 1.5% From the start of the first pay period commencing on or after 31/03/14 | 1.5% From the start of the first pay period commencing on or after 30/09/14 | 3% From the start of the first pay period commencing on or after 31/03/15 | 3% From the start of the first pay period commencing on or after 31/03/16 | 3% From the start of the first pay period commencing on or after 31/03/17 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Casual Loading | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% |
| Little Preparation Required (1 hour of delivery and 0.5 hours associated working time) | 60.29 | 61.19 | 62.11 | 63.98 | 65.89 | 67.87 |
| Normal Preparation Time (1 hour of delivery and 1 hour associated working time) | 80.34 | 81.55 | 82.77 | 85.25 | 87.81 | 90.44 |
| 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. | 72.08 | 73.16 | 74.26 | 76.49 | 78.78 | 81.14 |
| 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. | 96.12 | 97.56 | 99.03 | 102.00 | 105.06 | 108.21 |

Marking

All marking other than “contemporaneous marking” (as defined in Schedule 2), associated with the above classification categories and rates of pay will be paid according to the following table, for each hour worked.

| | Current | 1.5% From the start of the first pay period commencing on or after 31/03/14 | 1.5% From the start of the first pay period commencing on or after 30/09/14 | 3% From the start of the first pay period commencing on or after 31/03/15 | 3% From the start of the first pay period commencing on or after 31/03/16 | 3% From the start of the first pay period commencing on or after 31/03/17 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Casual Loading | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% |
| Standard Marking (for each hour worked) | 40.18 | 40.78 | 41.39 | 42.64 | 43.92 | 45.23 |
| Standard Marking Where the duties include full course coordination, or where a Marker has doctoral qualification (for each hour worked) | 48.05 | 48.77 | 49.50 | 50.99 | 52.52 | 54.09 |
| Marking , as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to a staff member at Level B status (for each hour worked). | 56.34 | 57.19 | 58.04 | 59.78 | 61.58 | 63.43 |

Other Required Academic Activity

“Other required academic activity” will 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:

- (a) Workshops
The term “**Workshop**” means a structured activity that requires minimal preparation and involves a mix of presentation of information, ideas, skills and guided activities which relate to information/ideas/skills previously presented in a lecture or tutorial, and includes any educational delivery described as a Workshop in a course or unit outline or in an official timetable issued by the University.
- (b) Demonstration/Practical Classes
The term “**Demonstration/Practical Classes**” means a session requires minimal preparation with the primary purpose of demonstrating skills and supervising a group of students in practising those skills which have generally been presented in a lecture and/or tutorial and includes any educational delivery described as a Demonstration/Practical Class in a course outline or in an official timetable issued by the University
- (c) Student Field Excursions
- (d) **Clinical sessions** other than clinical nurse education;
- (e) Performance and visual art studio sessions;
- (f) Musical coaching, repititeurship, and musical accompanying other than with special educational service;
- (g) Activities associated with the coordination of programs;
- (h) **Development of teaching and course materials** such as the preparation of course guides and reading lists and basic activities associated with course coordination;
- (i) **Consultation** with students;
- (j) Supervision;

- (k) Attendance at school and/or faculty meetings as required;
- (l) **Compulsory attendance** at lectures, tutorials, musical accompaniment or clinical nurse education presentation;
- (m) **Other** required academic activities.

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

| | Current | 1.5% From the start of the first pay period commencing on or after 31/03/14 | 1.5% From the start of the first pay period commencing on or after 30/09/14 | 3% From the start of the first pay period commencing on or after 31/03/15 | 3% From the start of the first pay period commencing on or after 31/03/16 | 3% From the start of the first pay period commencing on or after 31/03/17 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| Casual Loading | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% | 25.00% |
| Other Required Academic Activity (for each hour of activity) | 40.18 | 40.78 | 41.39 | 42.64 | 43.92 | 45.23 |
| Other Required Academic Activity where the duties include full course coordination, or where the staff member has doctoral qualification (for each hour of activity) | 48.05 | 48.77 | 49.50 | 50.99 | 52.52 | 54.09 |