

SCHEDULE 2: CASUAL ACADEMIC STAFF RATES OF PAY

LECTURING (per session)		Existing rate of pay	Rate of pay effective from 3 March 2018 (\$2000 uplift)	Rate of pay effective from 2 March 2019 (1.5% increase)	Rate of pay effective from 14 March 2020 (1.5% increase + \$400 uplift)	Rate of pay effective from 13 March 2021 (1.5% increase)
Basic Lecture	(1+2 hrs)	\$187.83	\$191.67	\$194.55	\$198.24	\$201.21
Developed Lecture	(1+3 hrs)	\$250.44	\$255.56	\$259.40	\$264.32	\$268.28
Specialised Lecture	(1+4 hrs)	\$313.05	\$319.45	\$324.25	\$330.40	\$335.35
Repeat Lecture	(1+1 hr)	\$125.22	\$127.78	\$129.70	\$132.16	\$134.14
Clinical Standard Lecture	(1+2 hrs +clin.ldg)	\$247.35	\$252.09	\$255.87	\$260.52	\$264.42
Clinical Repeat Lecture	(1+1 hrs +clin.ldg)	\$164.90	\$168.06	\$170.58	\$173.68	\$176.28

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 staff member required to deliver a lecture (or equivalent delivery through other than face to face teaching mode) of a specified duration and provide directly associated non-contact duties in the nature of preparation, reasonable contemporaneous marking and student consultation will be paid a rate for each hour of lecture delivered according to the table above, where the first hour is for lecture delivery and the additional hours are for associated non-contact duties. The term 'reasonable contemporaneous marking' means marking that is consequential to, or originates from assignments, work or exams set within a given lecture, tutorial or demonstration but does not include marking of course wide examinations, essays or other assessment tasks.

The hourly rate in a repeat lecture applies to a second or subsequent delivery of substantially the same lecture in the same subject matter within a period of seven (7) days and any marking and student consultation reasonably contemporaneous with it.

TUTORIALS (per session)		Existing rate of pay	Rate of pay effective from 3 March 2018 (\$2000 uplift)	Rate of pay effective from 2 March 2019 (1.5% increase)	Rate of pay effective from 14 March 2020 (1.5% increase + \$400 uplift)	Rate of pay effective from 13 March 2021 (1.5% increase)
Standard Tutorial	(1+2 hrs)	\$133.98	\$137.82	\$139.89	\$142.74	\$144.90
Repeat Tutorial	(1+1 hr)	\$89.32	\$91.88	\$93.26	\$95.16	\$96.60
Standard PhD qualified Tutorial/ Course Coordination	(1+2 hrs)	\$160.20	\$164.04	\$166.50	\$169.77	\$172.32
Repeat Tutorial PhD qualified/ Course Coordination	(1+1 hr)	\$106.80	\$109.36	\$111.00	\$113.18	\$114.88
Medical Tutorial Grade A	(1+2 hrs)	\$133.98	\$137.82	\$139.89	\$142.74	\$144.90
Medical Tutorial Grade B	(1+0.5 hr)	\$66.99	\$68.91	\$69.95	\$71.37	\$72.45
Dental Tutorial Grade A	(4 hrs PhD rate)	\$213.60	\$218.72	\$222.00	\$226.36	\$229.76
Dental Tutorial Grade B	(A + 15%)	\$245.64	\$251.53	\$255.30	\$260.31	\$264.22
Dental Tutorial Grade C	(B + 15%)	\$282.49	\$289.26	\$293.60	\$299.36	\$303.85
Dental Tutorial Grade D	(C + 20%)	\$338.99	\$347.11	\$352.32	\$359.23	\$364.62

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, except in relation to musical activities.

A casual staff member required to deliver or present a tutorial (or equivalent delivery through other than face to face teaching mode) of a specified duration and provide directly associated non-contact duties in the nature of preparation, reasonable contemporaneous marking and student consultation will be paid at a rate for each hour of tutorial delivered or presented, according to the table above, where the first hour is for tutorial delivery and the additional hours are for associated non-contact duties. The term 'reasonable contemporaneous marking' means marking that is consequential to, or originates from assignments, work or exams set within a given lecture, tutorial or demonstration but does not include marking of course wide examinations, essays or other assessment tasks.

The hourly rate in a repeated tutorial applies to a second or subsequent delivery of substantially the same tutorial in the same subject matter within a period of seven (7) days and any marking and student consultation reasonably contemporaneous with it.

MARKING (per hour)		Existing rate of pay	Rate of pay effective from 3 March 2018 (\$2000 uplift)	Rate of pay effective from 2 March 2019 (1.5% increase)	Rate of pay effective from 14 March 2020 (1.5% increase + \$400 uplift)	Rate of pay effective from 13 March 2021 (1.5% increase)
Standard Marking	(1 hr)	\$44.66	\$45.94	\$46.63	\$47.58	\$48.30
Standard PhD/Course Coordination	(1 hr)	\$53.40	\$54.68	\$55.50	\$56.59	\$57.44
High Level (Supervising examiner)	(1 hr Level B)	\$62.61	\$63.89	\$64.85	\$66.08	\$67.07

MUSICAL ACTIVITIES		Existing rate of pay	Rate of pay effective from 3 March 2018 (\$2000 uplift)	Rate of pay effective from 2 March 2019 (1.5% increase)	Rate of pay effective from 14 March 2020 (1.5% increase + \$400 uplift)	Rate of pay effective from 13 March 2021 (1.5% increase)
Musical Accompanying	(1+0.5 hrs)	\$66.99	\$68.91	\$69.95	\$71.37	\$72.45
Practical Examining	(1 hr Level B)	\$62.61	\$63.89	\$64.85	\$66.08	\$67.07
Music Auditioning	(1 hr)	\$44.66	\$45.94	\$46.63	\$47.58	\$48.30
Non-Degree Performance Teaching (1:1)	(1+1 hrs)	\$89.32	\$91.88	\$93.26	\$95.16	\$96.60
Non-Degree Performance Teaching (Ens)	(1+1 hrs)	\$125.22	\$127.78	\$129.70	\$132.16	\$134.14
Degree Performance Teaching	(1+1 hrs)	\$125.22	\$127.78	\$129.70	\$132.16	\$134.14
Medium Ensembles	(1+2 hrs)	\$133.98	\$137.82	\$139.89	\$142.74	\$144.90
Large Ensembles	(1+2 hrs)	\$187.83	\$191.67	\$194.55	\$198.24	\$201.21
Other required Academic Activity	(1 hr)	\$44.66	\$45.94	\$46.63	\$47.58	\$48.30
Musical Tutorials	(1+2 hrs)	\$133.98	\$137.82	\$139.89	\$142.74	\$144.90

OTHER (per hour)		Existing rate of pay	Rate of pay effective from 3 March 2018 (\$2000 uplift)	Rate of pay effective from 2 March 2019 (1.5% increase)	Rate of pay effective from 14 March 2020 (1.5% increase + \$400 uplift)	Rate of pay effective from 13 March 2021 (1.5% increase)
Other Required Academic Activity	(1 hr)	\$44.66	\$45.94	\$46.63	\$47.58	\$48.30
Other PhD/Course Coordination	(1 hr)	\$53.40	\$54.68	\$55.50	\$56.59	\$57.44

For the purpose of this clause, 'other required activity' includes:

- The conduct of practical classes, demonstrations, workshops, student field excursions;
- The conduct of clinical sessions other than clinical nurse education;
- The conduct of performance and visual art studio sessions;
- Musical coaching, repetiteurship and musical accompanying other than with special educational service;
- Development of teaching and course material such as the preparation of course guides and reading lists and basic activities associated with course coordination;
- Consultation with students;
- Supervision;
- Attendance at school/area and/or faculty meetings as required; and
- Directed to attend at lectures and other teaching activities.

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

For reference, the above casual academic staff salaries are calculated based on the following base rates (where per hour rates are rounded to the nearest cent):

BASE HOURLY RATE	Existing rate of pay	Rate of pay effective from 3 March 2018 (\$2000 uplift)	Rate of pay effective from 2 March 2019 (1.5% increase)	Rate of pay effective from 14 March 2020 (1.5% increase + \$400 uplift)	Rate of pay effective from 13 March 2021 (1.5% increase)
Lecturing Rate & Higher marking rate (calculated using Level B Step 2 Academic)	\$62.61	\$63.89	\$64.85	\$66.08	\$67.07
Rate applicable to tutoring and all other duties (calculated using Level A Step 2 Academic)	\$44.66	\$45.94	\$46.63	\$47.58	\$48.30
PhD qualified or full course coordination (calculated using Level A Step 6 Academic)	\$53.40	\$54.68	\$55.50	\$56.59	\$57.44
Clinical Loading	\$19.84	\$20.14	\$20.44	\$20.76	\$21.07