

Casual academic staff rates of pay

Lecturing (per session)		Existing rate of pay	Rate of pay effective from 1 July 2023 (4.2% increase)	Rate of pay effective from 29 June 2024 (3.5% increase)	Rate of pay effective from 28 June 2025 (3.5% increase)
Basic Lecture	(1+2 hrs)	\$205.23	\$213.84	\$221.34	\$229.08
Developed Lecture	(1+3 hrs)	\$273.64	\$285.12	\$295.12	\$305.44
Specialised Lecture	(1+4 hrs)	\$342.05	\$356.40	\$368.90	\$381.80
Repeat Lecture	(1+1 hr)	\$136.82	\$142.56	\$147.56	\$152.72
Clinical Standard Lecture	(1+2 hrs +clin.ldg)	\$269.70	\$281.01	\$290.88	\$301.05
Clinical Repeat Lecture	(1+1 hrs +clin.ldg)	\$179.80	\$187.34	\$193.92	\$200.70

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.

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.

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.

'Marking' means checking, reviewing and evaluating work submitted by students, assigning and recording a mark or level, and undertaking any required marking administration. All marking, with the exception of 'contemporaneous marking', attracts a separate payment for hours worked in accordance with the relevant rates set out in this Agreement.

Contemporaneous marking attracts no additional payment. The term 'contemporaneous marking' means any marking that is:

- undertaken or could reasonably have been undertaken during a lecture or tutorial or while undertaking demonstrating, or during teaching practice supervision; and/or
- undertaken during the delivery component of 'clinical education'; and/or
- assigned to be undertaken during the above periods

Tutorials (per session)		Existing rate of pay	Rate of pay effective from 1 July 2023 (4.2% increase)	Rate of pay effective from 29 June 2024 (3.5% increase)	Rate of pay effective from 28 June 2025 (3.5% increase)
Standard Tutorial	(1+2 hrs)	\$147.78	\$153.99	\$159.39	\$164.97
Repeat Tutorial	(1+1 hr)	\$98.52	\$102.66	\$106.26	\$109.98
Standard PhD qualified Tutorial/ Course Coordination	(1+2 hrs)	\$175.77	\$183.15	\$189.57	\$196.20
Repeat Tutorial PhD qualified/ Course Coordination	(1+1 hr)	\$117.18	\$122.10	\$126.38	\$130.80
Medical Tutorial Grade A	(1+2 hrs)	\$147.78	\$153.99	\$159.39	\$164.97
Medical Tutorial Grade B	(1+0.5 hr)	\$73.89	\$77.00	\$79.70	\$82.49
Dental Tutorial Grade A	(4 hrs PhD rate)	\$234.36	\$244.20	\$252.76	\$261.60
Dental Tutorial Grade B	(A + 15%)	\$269.51	\$280.83	\$290.67	\$300.84
Dental Tutorial Grade C	(B + 15%)	\$309.94	\$322.95	\$334.27	\$345.97
Dental Tutorial Grade D	(C + 20%)	\$371.93	\$387.54	\$401.12	\$415.16

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.

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.

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.

'Marking' means checking, reviewing and evaluating work submitted by students, assigning and recording a mark or level, and undertaking any required marking administration. All marking, with the exception of 'contemporaneous marking', attracts a separate payment for hours worked in accordance with the relevant rates set out in this Agreement.

Contemporaneous marking attracts no additional payment. The term 'contemporaneous marking' means any marking that is:

- undertaken or could reasonably have been undertaken during a lecture or tutorial or while undertaking demonstrating, or during teaching practice supervision; and/or
- undertaken during the delivery component of 'clinical education'; and/or
- assigned to be undertaken during the above periods.

Marking (per hour)		Existing rate of pay	Rate of pay effective from 1 July 2023 (4.2% increase)	Rate of pay effective from 29 June 2024 (3.5% increase)	Rate of pay effective from 28 June 2025 (3.5% increase)
Standard Marking	(1 hr)	\$49.26	\$51.33	\$53.13	\$54.99
Standard PhD/Course Coordination	(1 hr)	\$58.59	\$61.05	\$63.19	\$65.40
High Level (Supervising examiner)	(1 hr Level B)	\$68.41	\$71.28	\$73.78	\$76.36

Musical activities		Existing rate of pay	Rate of pay effective from 19 July 2023* (4.2% increase)	Rate of pay effective from 29 June 2024 (3.5% increase)	Rate of pay effective from 28 June 2025 (3.5% increase)
Musical Accompanying	(1+0.5 hrs)	\$73.89	\$80.44	\$83.46	\$86.38
Musical Accompanying PhD qualified / Course Coordination	(1+0.5 hrs)	N/A	\$91.28	\$94.70	\$98.01

* The University has provided several undertakings to the Fair Work Commission as part of the approval process for the new Enterprise Agreement. One of these undertakings requires the University to pay casual academic staff a higher rate for Musical Accompanying. This rate will commence from approval of the new Enterprise Agreement and be reviewed annually.

Musical activities		Existing rate of pay	Rate of pay effective from 1 July 2023 (4.2% increase)	Rate of pay effective from 29 June 2024 (3.5% increase)	Rate of pay effective from 28 June 2025 (3.5% increase)
Practical Examining	(1 hr Level B)	\$68.41	\$71.28	\$73.78	\$76.36
Music Auditioning	(1 hr)	\$49.26	\$51.33	\$53.13	\$54.99
Non-Degree Performance Teaching (1:1)	(1+1 hrs)	\$98.52	\$102.66	\$106.26	\$109.98
Non-Degree Performance Teaching (Ens)	(1+1 hrs)	\$136.82	\$142.56	\$147.56	\$152.72
Degree Performance Teaching	(1+1 hrs)	\$136.82	\$142.56	\$147.56	\$152.72
Medium Ensembles	(1+2 hrs)	\$147.78	\$153.99	\$159.39	\$164.97
Large Ensembles	(1+2 hrs)	\$205.23	\$213.84	\$221.34	\$229.08
Other required Academic Activity	(1 hr)	\$49.26	\$51.33	\$53.13	\$54.99
Musical Tutorials	(1+2 hrs)	\$147.78	\$153.99	\$159.39	\$164.97

Other (per hour)		Existing rate of pay	Rate of pay effective from 1 July 2023 (4.2% increase)	Rate of pay effective from 29 June 2024 (3.5% increase)	Rate of pay effective from 28 June 2025 (3.5% increase)
Other Required Academic Activity	(1 hr)	\$49.26	\$51.33	\$53.13	\$54.99
Other PhD/Course Coordination	(1 hr)	\$58.59	\$61.05	\$63.19	\$65.40

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, repêture 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. Casual academic staff will be paid for all the hours they are required by the University to work, at the appropriate rate.

Casual Academic <2-hour engagement

Activity	Rate of pay effective from 1 July 2023 (4.2% increase)	Rate of pay effective from 1 July 2024	Rate of pay effective from 1 July 2025
Other Required Academic Activity	\$80.40	\$83.42	\$86.34
Other Required Academic Activity (PhD/Course Coordination)	\$91.32	\$94.74	\$98.06
Marking (standard)	\$80.40	\$83.42	\$86.34
Marking (PhD/Course Coordination)	\$91.32	\$94.74	\$98.06
Marking (High Level – Supervising Examiner)	\$103.12	\$106.99	\$110.72
Music Auditioning	\$91.32	\$94.74	\$98.06
Practical examining	\$103.12	\$106.99	\$110.72
Other Required Academic Activity	\$80.40	\$83.42	\$86.34
Medical Tutorial Grade B	\$91.32	\$94.74	\$98.06

The University is required to pay higher rates of pay when a casual academic staff member is required by the University to work for less than two hours in a single day. These rates are outlined in the table below.

The rates in Schedule 2 of the Enterprise Agreement will continue to be paid for engagements of two hours or more. This includes where a casual academic staff member is paid for preparation and associated time totalling two hours or more (rolled-up rates).

The higher rates will be paid for the day and only if the rate is higher than would be paid under Schedule 2 of the Enterprise Agreement for the hours of work performed.

#A higher rate is not payable for Musical Accompanying.

The two-hour engagement period does not need to consist of consecutive hours of work. The two-hour engagement period is a daily minimum not a consecutive minimum.