



# DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## **Annual Wage Review 2018–19** (C2019/1)

### **HIGHER EDUCATION INDUSTRY—ACADEMIC STAFF—AWARD** **2010** [MA000006]

Educational services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

SYDNEY, 20 JUNE 2019

*Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 18.1 and inserting the following:

<b>Level A</b>	<b>Annual salary</b> <b>\$</b>
1	53,168
2	55,297
3	57,427
4	59,425
5	61,022
6*	62,754
7	64,485
8	66,216

**Annual salary**  
\$

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

**Level B**

1	68,880
2	70,879
3	72,877
4	74,878
5	76,874
6	78,874

**Level C**

1	80,869
2	82,869
3	84,866
4	86,865
5	88,862
6	90,861

**Level D**

1	94,191
2	96,856
3	99,520
4	102,184

**Level E**

116,838

2. By deleting the table appearing in clause 18.2 and inserting the following:

**Per hour**  
**(including the**  
**casual loading)**  
\$

**Lecturing**

Basic lecture (1 hour of delivery and 2 hours of associated working time)	134.08
Developed lecture (1 hour of delivery and 3 hours associated working time)	178.80
Specialised lecture (1 hour of delivery and 4 hours associated working time)	223.49
Repeat lecture (1 hour of delivery and 1 hour associated working time)	89.37

	<b>Per hour (including the casual loading)</b>
	\$
<b>Tutoring</b>	
Tutorial (1 hour of delivery and 2 hours associated working time)	104.62
Repeat tutorial (1 hour of delivery and 1 hour associated working time)	69.73
Tutorial (1 hour of delivery and 2 hours associated working time) (where academic holds Doctorate)	118.74
Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds Doctorate)	79.13
<b>Musical accompanying</b>	
Musical accompanying (1 hour of delivery and 1 hour preparation time)	69.73
Musical accompanying (1 hour of delivery and 1 hour preparation time) (where academic holds Doctorate)	79.13
<b>Undergraduate clinical nurse education</b>	
Little preparation required (1 hour of delivery and 0.5 hours associated working time)	52.31
Normal preparation time (1 hour of delivery and 1 hour associated working time)	69.73
Little preparation required (1 hour of delivery and 0.5 hours associated working time) (where academic holds Doctorate)	59.36
Normal preparation time (1 hour of delivery and 1 hour associated working time) (where academic holds Doctorate)	79.13

	<b>Per hour (including the casual loading)</b>
	\$
<b>Marking rate</b>	
Standard marking	34.84
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status	44.70
Standard marking (where academic holds Doctorate)	39.58
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status (where academic holds Doctorate)	44.70
<b>Other required academic activity</b>	
If academic does not hold doctoral qualification or perform full subject coordination duties	34.84
If academic holds doctoral qualification or performs full subject coordination duties	39.58

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT

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