



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

HIGHER EDUCATION INDUSTRY—ACADEMIC STAFF—AWARD
2020
[MA000006]

Educational services

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.1 and inserting the following:

Employee classification	Annual salary (full-time employee)	Minimum hourly rate¹
	\$	\$
Level A		
1	55,450	27.97
2	57,672	29.09
3	59,893	30.21
4	61,977	31.26
5	63,642	32.10
6 ²	65,448	33.02

Employee classification	Annual salary (full-time employee)	Minimum hourly rate¹
	\$	\$
7	67,253	33.93
8	69,059	34.84
Level B		
1	71,837	36.24
2	73,922	37.29
3	76,006	38.34
4	78,093	39.39
5	80,174	40.44
6	82,260	41.50
Level C		
1	84,341	42.55
2	86,427	43.60
3	88,510	44.65
4	90,595	45.70
5	92,677	46.75
6	94,762	47.80
Level D		
1	98,235	49.56
2	101,015	50.96
3	103,794	52.36
4	106,571	53.76
Level E		
	121,855	61.47

2. By deleting the table appearing in clause 16.2(c)(i) and inserting the following:

Employed in	\$ per annum	% of annual salary for Level A-1
Full clinical department in a medical school and responsible for patient care	24,343	43.9
Para-clinical department in a medical school	16,247	29.3
Pre-clinical department in a medical school	12,199	22.0

3. By deleting the amount “\$11,902” appearing in clause 16.2(d) and inserting “\$12,199”.

4. By deleting the table appearing in clause 16.4(a) and inserting the following:

	Casual hourly rate (including casual loading)
	\$
Lecturing	
Basic lecture (1 hour of delivery and 2 hours associated working time)	139.84
Developed lecture (1 hour of delivery and 3 hours associated working time)	186.48
Specialised lecture (1 hour of delivery and 4 hours associated working time)	233.09
Repeat lecture (1 hour of delivery and 1 hour associated working time)	93.20
Tutoring	
Tutorial (1 hour of delivery and 2 hours associated working time)	109.11
Repeat tutorial (1 hour of delivery and 1 hour associated working time)	72.72
Tutorial (1 hour of delivery and 2 hours associated working time) (where academic holds a relevant doctoral qualification)	123.84
Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification)	82.52
Musical accompanying	
Musical accompanying (1 hour of delivery and 1 hour preparation time)	72.72
Musical accompanying (1 hour of delivery and 1 hour preparation time) (where academic holds a relevant doctoral qualification)	82.52
Undergraduate clinical nurse education	
Little preparation required (1 hour of delivery and 0.5 hours associated working time)	54.56
Normal preparation time (1 hour of delivery and 1 hour associated working time)	72.72

	Casual hourly rate (including casual loading)
	\$
Little preparation required (1 hour of delivery and 0.5 hours associated working time) (where academic holds a relevant doctoral qualification)	61.91
Normal preparation time (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification)	82.52
Marking rate	
Standard marking	36.34
Standard marking (where academic holds a relevant doctoral qualification)	41.28
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status	46.62
Other required academic activity	
If academic does not hold a relevant doctoral qualification or perform full subject coordination duties	36.34
If academic holds a relevant doctoral qualification or performs full subject coordination duties	41.28

5. By deleting the table appearing in clause B.1.1 and inserting the following:

	Minimum hourly rate	Teaching and research academics			
		Medically qualified			Dentally qualified
		Full clinical department in a medical school and responsible for patient care*	Para-clinical department in a medical school	Pre-clinical department in a medical school	Medical school or dental school in the teaching of medical or dental students
		Hourly rate based on:			
		Annual salary + 43.9% of the annual salary for Level A-1	Annual salary + 29.3% of the annual salary for Level A-1	Annual salary + 22% of the annual salary for Level A-1	Annual salary + 22% of the annual salary for Level A-1
	\$	\$	\$	\$	\$
Level A					

	Minimum hourly rate	Teaching and research academics			
		Medically qualified			Dentally qualified
		Full clinical department in a medical school and responsible for patient care*	Para-clinical department in a medical school	Pre-clinical department in a medical school	Medical school or dental school in the teaching of medical or dental students
		Hourly rate based on:			
	Annual salary + 43.9% of the annual salary for Level A-1	Annual salary + 29.3% of the annual salary for Level A-1	Annual salary + 22% of the annual salary for Level A-1	Annual salary + 22% of the annual salary for Level A-1	
	\$	\$	\$	\$	\$
1	27.97	—	—	—	—
2	29.09	—	—	—	—
3	30.21	—	—	—	—
4	31.26	—	—	—	—
5	32.10	—	—	—	—
6*	33.02	—	—	—	—
7	33.93	—	—	—	—
8	34.84	—	—	—	—
Level B					
1	36.24	48.52	44.43	42.39	42.39
2	37.29	49.57	45.49	43.44	43.44
3	38.34	50.62	46.54	44.50	44.50
4	39.39	51.67	47.59	45.55	45.55
5	40.44	52.72	48.64	46.60	46.60
6	41.50	53.78	49.69	47.65	47.65
Level C					
1	42.55	54.83	50.74	48.70	48.70
2	43.60	55.88	51.79	49.75	49.75
3	44.65	56.93	52.85	50.80	50.80
4	45.70	57.98	53.90	51.86	51.86
5	46.75	59.03	54.95	52.91	52.91

	Minimum hourly rate	Teaching and research academics			
		Medically qualified			Dentally qualified
		Full clinical department in a medical school and responsible for patient care*	Para-clinical department in a medical school	Pre-clinical department in a medical school	Medical school or dental school in the teaching of medical or dental students
		Hourly rate based on:			
	Annual salary + 43.9% of the annual salary for Level A-1	Annual salary + 29.3% of the annual salary for Level A-1	Annual salary + 22% of the annual salary for Level A-1	Annual salary + 22% of the annual salary for Level A-1	
	\$	\$	\$	\$	\$
6	47.80	60.08	56.00	53.96	53.96
Level D					
1	49.56	61.84	57.75	55.71	55.71
2	50.96	63.24	59.15	57.11	57.11
3	52.36	64.64	60.56	58.51	58.51
4	53.76	66.04	61.96	59.91	59.91
Level E	61.47	73.75	69.67	67.62	67.62

B. This determination comes into operation on 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2021.

PRESIDENT