



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

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 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

- 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 | 58,001 | 29.26 |
| 2 | 60,325 | 30.43 |
| 3 | 62,648 | 31.60 |
| 4 | 64,828 | 32.70 |
| 5 | 66,570 | 33.58 |
| 6 ² | 68,459 | 34.53 |

| Employee classification | Annual salary (full-time employee) | Minimum hourly rate¹ |
|--------------------------------|---|--|
| | \$ | \$ |
| 7 | 70,347 | 35.49 |
| 8 | 72,236 | 36.44 |
| Level B | | |
| 1 | 75,142 | 37.91 |
| 2 | 77,322 | 39.01 |
| 3 | 79,502 | 40.11 |
| 4 | 81,685 | 41.21 |
| 5 | 83,862 | 42.30 |
| 6 | 86,044 | 43.41 |
| Level C | | |
| 1 | 88,221 | 44.50 |
| 2 | 90,403 | 45.60 |
| 3 | 92,581 | 46.70 |
| 4 | 94,762 | 47.80 |
| 5 | 96,940 | 48.90 |
| 6 | 99,121 | 50.00 |
| Level D | | |
| 1 | 102,754 | 51.84 |
| 2 | 105,662 | 53.30 |
| 3 | 108,569 | 54.77 |
| 4 | 111,473 | 56.23 |
| Level E | | |
| | 127,460 | 64.30 |

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 | 25,462 | 43.9 |
| Para-clinical department in a medical school | 16,994 | 29.3 |
| Pre-clinical department in a medical school | 12,760 | 22.0 |

3. By deleting the amount “\$12,199” appearing in clause 16.2(d) and inserting “\$12,760”.

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) | 146.27 |
| Developed lecture (1 hour of delivery and 3 hours associated working time) | 195.06 |
| Specialised lecture (1 hour of delivery and 4 hours associated working time) | 243.81 |
| Repeat lecture (1 hour of delivery and 1 hour associated working time) | 97.49 |
| Tutoring | |
| Tutorial (1 hour of delivery and 2 hours associated working time) | 114.13 |
| Repeat tutorial (1 hour of delivery and 1 hour associated working time) | 76.07 |
| Tutorial (1 hour of delivery and 2 hours associated working time) (where academic holds a relevant doctoral qualification) | 129.54 |
| Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification) | 86.32 |
| Musical accompanying | |
| Musical accompanying (1 hour of delivery and 1 hour preparation time) | 76.07 |
| Musical accompanying (1 hour of delivery and 1 hour preparation time) (where academic holds a relevant doctoral qualification) | 86.32 |
| Undergraduate clinical nurse education | |
| Little preparation required (1 hour of delivery and 0.5 hours associated working time) | 57.07 |
| Normal preparation time (1 hour of delivery and 1 hour associated working time) | 76.07 |

| | |
|--|--|
| | 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) | 64.76 |
| Normal preparation time (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification) | 86.32 |
| Marking rate | |
| Standard marking | 38.01 |
| Standard marking (where academic holds a relevant doctoral qualification) | 43.18 |
| Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status | 48.76 |
| Other required academic activity | |
| If academic does not hold a relevant doctoral qualification or perform full subject coordination duties | 38.01 |
| If academic holds a relevant doctoral qualification or performs full subject coordination duties | 43.18 |

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 | 29.26 | — | — | — | — |
| 2 | 30.43 | — | — | — | — |
| 3 | 31.60 | — | — | — | — |
| 4 | 32.70 | — | — | — | — |
| 5 | 33.58 | — | — | — | — |
| 6* | 34.53 | — | — | — | — |
| 7 | 35.49 | — | — | — | — |
| 8 | 36.44 | — | — | — | — |
| Level B | | | | | |
| 1 | 37.91 | 50.75 | 46.48 | 44.34 | 44.34 |
| 2 | 39.01 | 51.85 | 47.58 | 45.44 | 45.44 |
| 3 | 40.11 | 52.95 | 48.68 | 46.54 | 46.54 |
| 4 | 41.21 | 54.05 | 49.78 | 47.64 | 47.64 |
| 5 | 42.30 | 55.15 | 50.88 | 48.74 | 48.74 |
| 6 | 43.41 | 56.25 | 51.98 | 49.84 | 49.84 |
| Level C | | | | | |
| 1 | 44.50 | 57.35 | 53.08 | 50.94 | 50.94 |
| 2 | 45.60 | 58.45 | 54.18 | 52.04 | 52.04 |
| 3 | 46.70 | 59.55 | 55.28 | 53.14 | 53.14 |
| 4 | 47.80 | 60.65 | 56.38 | 54.24 | 54.24 |
| 5 | 48.90 | 61.75 | 57.47 | 55.34 | 55.34 |

| | 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 | 50.00 | 62.85 | 58.58 | 56.44 | 56.44 |
| Level D | | | | | |
| 1 | 51.84 | 64.68 | 60.41 | 58.27 | 58.27 |
| 2 | 53.30 | 66.15 | 61.87 | 59.74 | 59.74 |
| 3 | 54.77 | 67.61 | 63.34 | 61.21 | 61.21 |
| 4 | 56.23 | 69.08 | 64.81 | 62.67 | 62.67 |
| Level E | 64.30 | 77.14 | 72.87 | 70.73 | 70.73 |

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT