



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

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

Educational services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, 18 JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] 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 | 63,636 | 32.10 |
| 2 | 66,186 | 33.39 |
| 3 | 68,734 | 34.67 |
| 4 | 71,127 | 35.88 |
| 5 | 73,038 | 36.84 |
| 6 ² | 75,110 | 37.89 |

| Employee classification | Annual salary (full-time employee) | Minimum hourly rate¹ |
|--------------------------------|---|--|
| | \$ | \$ |
| 7 | 77,182 | 38.94 |
| 8 | 79,255 | 39.98 |
| Level B | | |
| 1 | 82,443 | 41.59 |
| 2 | 84,834 | 42.80 |
| 3 | 87,226 | 44.00 |
| 4 | 89,621 | 45.21 |
| 5 | 92,010 | 46.42 |
| 6 | 94,404 | 47.62 |
| Level C | | |
| 1 | 96,793 | 48.83 |
| 2 | 99,186 | 50.04 |
| 3 | 101,575 | 51.24 |
| 4 | 103,969 | 52.45 |
| 5 | 106,358 | 53.65 |
| 6 | 108,751 | 54.86 |
| Level D | | |
| 1 | 112,737 | 56.87 |
| 2 | 115,928 | 58.48 |
| 3 | 119,117 | 60.09 |
| 4 | 122,304 | 61.70 |
| Level E | | |
| | 139,844 | 70.55 |

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 | 27,936 | 43.9 |
| Para-clinical department in a medical school | 18,645 | 29.3 |
| Pre-clinical department in a medical school | 14,000 | 22.0 |

3. By deleting the amount “\$13,494” appearing in clause 16.2(d) and inserting “\$14,000”.
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) | 160.48 |
| Developed lecture (1 hour of delivery and 3 hours associated working time) | 214.02 |
| Specialised lecture (1 hour of delivery and 4 hours associated working time) | 267.50 |
| Repeat lecture (1 hour of delivery and 1 hour associated working time) | 106.97 |
| Tutoring | |
| Tutorial (1 hour of delivery and 2 hours associated working time) | 125.22 |
| Repeat tutorial (1 hour of delivery and 1 hour associated working time) | 83.46 |
| Tutorial (1 hour of delivery and 2 hours associated working time) (where academic holds a relevant doctoral qualification) | 142.13 |
| Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification) | 94.70 |
| Musical accompanying | |
| Musical accompanying (1 hour of delivery and 1 hour preparation time) | 83.46 |
| Musical accompanying (1 hour of delivery and 1 hour preparation time) (where academic holds a relevant doctoral qualification) | 94.70 |
| Undergraduate clinical nurse education | |
| Little preparation required (1 hour of delivery and 0.5 hours associated working time) | 62.61 |
| Normal preparation time (1 hour of delivery and 1 hour associated working time) | 83.46 |

| | |
|--|--|
| | 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) | 71.05 |
| Normal preparation time (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification) | 94.70 |
| Marking rate | |
| Standard marking | 41.71 |
| Standard marking (where academic holds a relevant doctoral qualification) | 47.37 |
| Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status | 53.49 |
| Other required academic activity | |
| If academic does not hold a relevant doctoral qualification or perform full subject coordination duties | 41.71 |
| If academic holds a relevant doctoral qualification or performs full subject coordination duties | 47.37 |

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 | 32.10 | — | — | — | — |
| 2 | 33.39 | — | — | — | — |
| 3 | 34.67 | — | — | — | — |
| 4 | 35.88 | — | — | — | — |
| 5 | 36.84 | — | — | — | — |
| 6* | 37.89 | — | — | — | — |
| 7 | 38.94 | — | — | — | — |
| 8 | 39.98 | — | — | — | — |
| Level B | | | | | |
| 1 | 41.59 | 55.68 | 50.99 | 48.65 | 48.65 |
| 2 | 42.80 | 56.89 | 52.20 | 49.86 | 49.86 |
| 3 | 44.00 | 58.09 | 53.41 | 51.06 | 51.06 |
| 4 | 45.21 | 59.30 | 54.62 | 52.27 | 52.27 |
| 5 | 46.42 | 60.51 | 55.82 | 53.48 | 53.48 |
| 6 | 47.62 | 61.72 | 57.03 | 54.69 | 54.69 |
| Level C | | | | | |
| 1 | 48.83 | 62.92 | 58.23 | 55.89 | 55.89 |
| 2 | 50.04 | 64.13 | 59.44 | 57.10 | 57.10 |
| 3 | 51.24 | 65.33 | 60.65 | 58.30 | 58.30 |
| 4 | 52.45 | 66.54 | 61.85 | 59.51 | 59.51 |
| 5 | 53.65 | 67.75 | 63.06 | 60.72 | 60.72 |

| | 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 | 54.86 | 68.95 | 64.27 | 61.92 | 61.92 |
| Level D | | | | | |
| 1 | 56.87 | 70.96 | 66.28 | 63.93 | 63.93 |
| 2 | 58.48 | 72.57 | 67.89 | 65.54 | 65.54 |
| 3 | 60.09 | 74.18 | 69.50 | 67.15 | 67.15 |
| 4 | 61.70 | 75.79 | 71.10 | 68.76 | 68.76 |
| Level E | 70.55 | 84.64 | 79.95 | 77.61 | 77.61 |

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.



PRESIDENT

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