

Casual Academic Rates of Pay

3.27 Schedule of salary rates

(See clause 33 of this Agreement for calculation of casual salaries)

Description	Current Rate	Rate from the First Full Pay Period Commencing on or After				
		30 June 2022 3% increase	30 September 2023 2% increase	23 December 2023 2% increase	31 December 2024 3.5% increase	31 August 2025 3.5% increase
Lecturing						
Normal Lecture	\$202.86	\$208.94	\$213.12	\$217.38	\$225.00	\$232.86
Developed Lecture	\$270.48	\$278.59	\$284.16	\$289.84	\$300.00	\$310.48
Specialised Lecture	\$338.10	\$348.23	\$355.20	\$362.30	\$375.00	\$388.10
Repeat Lecture	\$135.24	\$139.29	\$142.08	\$144.92	\$150.00	\$155.24

- a) Normal lecture rate is paid where delivery of one (1) hour of lectures requires an additional two (2) hours of work.
- b) Developed lecture rate is paid where the lecturer assumes significant responsibility for planning and developing a course as well as lecturing, or where special expertise is required, or where delivery of one (1) hour of lectures requires an additional three (3) hours of work.
- c) Specialised lecture is paid to a distinguished person for a single lecture, or where delivery of one (1) hour of lectures requires an additional four (4) hours of work.
- d) Repeat Lecture is paid covering the subject matter of a lecture given within a period of fourteen (14) calendar days to another group of students.

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		30 June 2022 3% increase	30 September 2023 2% increase	23 December 2023 2% increase	31 December 2024 3.5% increase	31 August 2025 3.5% increase
Tutoring						
Tutorial	\$146.46	\$150.86	\$153.87	\$156.96	\$162.45	\$168.15
Tutorial with possession of relevant doctorate or requiring full course coordination	\$173.94	\$179.16	\$182.76	\$186.39	\$192.93	\$199.68
Repeat Tutorial	\$97.64	\$100.58	\$102.58	\$104.64	\$108.30	\$112.10
Repeat Tutorial with possession of relevant doctorate or requiring full course coordination	\$115.96	\$119.44	\$121.84	\$124.26	\$128.62	\$133.12
Other Academic Activity						
Other Academic Activity	\$48.82	\$50.29	\$51.29	\$52.32	\$54.15	\$56.05
Other Academic Activity with possession of relevant doctorate or requiring full course coordination	\$57.98	\$59.72	\$60.92	\$62.13	\$64.31	\$66.56
Under Graduate Clinical Nurse Education						
Little preparation required (1 hour delivery and 0.5 hour agreed duties)	\$73.23	\$75.43	\$76.94	\$78.48	\$81.23	\$84.08
Little preparation required with relevant doctorate or full course coordination (1 hour plus 0.5 hour agreed duties)	\$86.97	\$89.58	\$91.38	\$93.20	\$96.47	\$99.84
Normal Preparation required (1 hour delivery plus 1 hour agreed duties)	\$97.64	\$100.58	\$102.58	\$104.64	\$108.30	\$112.10
Normal Preparation with relevant doctorate or full course coordination (1 hour plus 1 hour agreed duties)	\$115.96	\$119.44	\$121.84	\$124.26	\$128.62	\$133.12

Description	Current Rate	Rate from the First Full Pay Period Commencing on or After				
		30 June 2022 3% increase	30 September 2023 2% increase	23 December 2023 2% increase	31 December 2024 3.5% increase	31 August 2025 3.5% increase
Studio Teaching – Art, Architecture & Design						
Studio teaching (1 hour delivery and 0.5 hour agreed duties)	\$73.23	\$75.43	\$76.94	\$78.48	\$81.23	\$84.08
Studio teaching with relevant doctorate or full course coordination (1 hour plus 0.5 hour agreed duties)	\$86.97	\$89.58	\$91.38	\$93.20	\$96.47	\$99.84

3.28 **Schedule of rates of pay per item for student assessment and time factor associated with various types of activities up to and including 31 December 2024**

Description	Current Rate	Rate from the First Full Pay Period Commencing on or After				
		30 June 2022 3% increase	30 September 2023 2% increase	23 December 2023 2% increase	31 December 2024 3.5% increase	31 August 2025 3.5% increase
Simple Assessment						
up to 1,500 words or equivalent (5 minutes per item)	\$4.07	\$4.19	\$4.27	\$4.36	Pay per item for simple assessment ceases on 31 December 2024. Refer to clause 3.29 of Schedule 3 for hourly rates to apply for simple assessment effective from 1 January 2025	
1,500 to 3,500 words or equivalent (10 minutes per item)	\$8.14	\$8.38	\$8.55	\$8.72		
3,500 to 5,000 words or equivalent (20 minutes per item)	\$16.27	\$16.76	\$17.10	\$17.44		
Standard Assessment						
up to 1,500 words or equivalent (10 minutes per item)	\$9.66	\$9.95	\$10.15	\$10.36	Pay per item for standard assessment ceases on 31 December 2024. Refer to clause 3.29 of Schedule 3 for hourly rates to apply for standard assessment effective from 1 January 2025	
1,500 to 3,500 words or equivalent (20 minutes per item)	\$19.33	\$19.91	\$20.31	\$20.71		
3,500 to 5,000 words or equivalent (30 minutes per item)	\$28.99	\$29.86	\$30.46	\$31.07		
Complex Assessment						
up to 1,500 words or equivalent (20 minutes per item)	\$22.54	\$23.22	\$23.68	\$24.15	Pay per item for complex assessment ceases on 31 December 2024. Refer to clause 3.29 of Schedule 3 for hourly rates to apply for complex assessment	
1,500 to 3,500 words or equivalent (30 minutes per item)	\$33.81	\$34.82	\$35.52	\$36.23		

Description	Current Rate	Rate from the First Full Pay Period Commencing on or After				
		30 June 2022 3% increase	30 September 2023 2% increase	23 December 2023 2% increase	31 December 2024 3.5% increase	31 August 2025 3.5% increase
3,500 to 5,000 words or equivalent (40 minutes per item)	\$45.08	\$46.43	\$47.36	\$48.31	effective from 1 January 2025	

3.29 Hourly rate of pay for student assessment effective from 1 January 2025

Except for student assessment completed entirely within a teaching session, student assessment will be paid based on the hourly rates in the following table for all required activities for which a student will receive formal feedback and/or a grade. Casual staff are required to obtain prior approval for any assessment in excess of their contracted hours. Approved assessment work in excess of the contracted hours will be paid for at the prescribed hourly rate based on the assessment activity undertaken.

Description	Current Rate	Rate from the First Full Pay Period Commencing on or After				
		30 June 2022 3% increase	30 September 2023 2% increase	23 December 2023 2% increase	31 December 2024 3.5% increase	31 August 2025 3.5% increase
Student Assessment						
Simple Assessment	Not applicable. Refer to clause 3.28 of Schedule 3 for pay per item rates applicable prior to 1 January 2025				\$54.15	\$56.05
Standard Assessment					\$64.31	\$66.56
Complex Assessment					\$75.00	\$77.62