

## UniSA Staff Salary Scales, inclusive of 30 June 2022 increase.

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### ACADEMIC STAFF SALARY SCALES

Academic Staff Salary Scales, inclusive of 30 June 2022 increase.

	Annual Salary for the First Full Pay Period Commencing On or After		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
<b>Level A</b>			
1	\$70,618	\$72,218	\$74,385
2	\$74,564	\$76,164	\$78,449
3	\$78,502	\$80,102	\$82,505
4	\$82,444	\$84,044	\$86,565
5	\$85,646	\$87,246	\$89,863
6	\$88,851	\$90,451	\$93,165
7	\$92,056	\$93,656	\$96,466
8	\$95,253	\$96,853	\$99,759
<b>Level B</b>			
1	\$100,184	\$101,784	\$104,838
2	\$103,884	\$105,484	\$108,649
3	\$107,574	\$109,174	\$112,449
4	\$111,272	\$112,872	\$116,258
5	\$114,969	\$116,569	\$120,066
6	\$118,665	\$120,265	\$123,873
<b>Level C</b>			
1	\$122,361	\$123,961	\$127,680
2	\$126,056	\$127,656	\$131,486
3	\$129,751	\$131,351	\$135,292
4	\$133,450	\$135,050	\$139,102
5	\$137,136	\$138,736	\$142,898
6	\$140,843	\$142,443	\$146,716
<b>Level D</b>			
1	\$147,000	\$148,600	\$153,058
2	\$151,923	\$153,523	\$158,129
3	\$156,851	\$158,451	\$163,205
4	\$161,778	\$163,378	\$168,279
<b>Level E</b>			
	\$188,886	\$190,486	\$196,201

## RESEARCH STAFF SALARY SCALES

Research Staff Salary Scales, inclusive of 30 June 2022 increase.

	Annual Salary for the First Full Pay Period Commencing On or After		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
<b>Research Assistant (ARA)</b>			
1	\$70,618	\$72,218	\$74,385
2	\$74,564	\$76,164	\$78,449
3	\$78,502	\$80,102	\$82,505
4	\$82,444	\$84,044	\$86,565
5	\$85,646	\$87,246	\$89,863
6	\$88,851	\$90,451	\$93,165
7	\$92,056	\$93,656	\$96,466
8	\$95,253	\$96,853	\$99,759
<b>Research Associate (ARAS)</b>			
1	\$88,851	\$90,451	\$93,165
2	\$92,056	\$93,656	\$96,466
3	\$95,253	\$96,853	\$99,759
<b>Research Fellow (BRF)</b>			
1	\$100,184	\$101,784	\$104,838
2	\$103,884	\$105,484	\$108,649
3	\$107,574	\$109,174	\$112,449
4	\$111,272	\$112,872	\$116,258
5	\$114,969	\$116,569	\$120,066
6	\$118,665	\$120,265	\$123,873
<b>Senior Research Fellow (CSRF)</b>			
1	\$122,361	\$123,961	\$127,680
2	\$126,056	\$127,656	\$131,486
3	\$129,751	\$131,351	\$135,292
4	\$133,450	\$135,050	\$139,102
5	\$137,136	\$138,736	\$142,898
6	\$140,843	\$142,443	\$146,716
<b>Associate Research Professor (DARP)</b>			
1	\$147,000	\$148,600	\$153,058
2	\$151,923	\$153,523	\$158,129
3	\$156,851	\$158,451	\$163,205
4	\$161,778	\$163,378	\$168,279
<b>Research Professor (ERP)</b>			
	\$188,886	\$190,486	\$196,201

## PROFESSIONAL, SECURITY AND GROUNDS STAFF SALARY SCALES

Professional Staff Salary Scales, inclusive of 30 June 2022 increase.

	Annual Salary for the First Full Pay Period Commencing On or After		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
<b>HEO1</b>			
1	\$49,484	\$51,084	\$52,617
2	\$50,569	\$52,169	\$53,734
3	\$51,654	\$53,254	\$54,852
<b>HEO2</b>			
1	\$53,288	\$54,888	\$56,535
2	\$54,648	\$56,248	\$57,935
3	\$56,101	\$57,610	\$59,338
4	\$56,957	\$58,557	\$60,314
<b>HEO3</b>			
1	\$56,010	\$57,610	\$59,338
2	\$58,043	\$59,643	\$61,432
3	\$60,085	\$61,685	\$63,536
4	\$62,129	\$63,729	\$65,641
5	\$64,166	\$65,766	\$67,739
6	\$65,523	\$67,123	\$69,137
<b>HEO4</b>			
1	\$64,166	\$65,766	\$67,739
2	\$65,523	\$67,123	\$69,137
3	\$66,882	\$68,482	\$70,536
4	\$68,243	\$69,843	\$71,938
5	\$69,605	\$71,205	\$73,341
6	\$72,321	\$73,921	\$76,139
<b>HEO5</b>			
1	\$69,605	\$71,205	\$73,341
2	\$72,321	\$73,921	\$76,139
3	\$75,041	\$76,641	\$78,940
4	\$77,756	\$79,356	\$81,737
5	\$80,477	\$82,077	\$84,539
6	\$82,518	\$84,118	\$86,642
<b>HEO6</b>			
1	\$80,477	\$82,077	\$84,539
2	\$82,518	\$84,118	\$86,642
3	\$84,559	\$86,159	\$88,744
4	\$86,598	\$88,198	\$90,844
5	\$88,634	\$90,234	\$92,941
<b>HEO7</b>			
1	\$88,634	\$90,234	\$92,941
2	\$91,355	\$92,955	\$95,744
3	\$94,070	\$95,670	\$98,540
4	\$96,792	\$98,392	\$101,344
5	\$99,510	\$101,110	\$104,143

UniSA Staff Salary Scales, inclusive of 30 June 2022 increase.

HEO8			
1	\$99,510	\$101,110	\$104,143
2	\$103,590	\$105,190	\$108,346
3	\$107,670	\$109,270	\$112,548
4	\$112,290	\$113,890	\$117,307
HEO9			
1	\$117,998	\$119,598	\$123,186
2	\$120,174	\$121,774	\$125,427
3	\$122,072	\$123,672	\$127,382
HEO10			
1	\$122,299	\$123,899	\$127,616

Grandparented, inclusive of 30 June 2022 increase.

	Annual Salary for the First Full Pay Period Commencing On or After		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
Level 4GP			
1	\$75,043	\$76,643	\$78,942
Level 8GP			
3	\$120,173	\$121,773	\$125,426

Security Staff Non-Grandparented, inclusive of 30 June 2022 increase.

	Annual Salary for the First Full Pay Period Commencing On or After		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
O4S			
1	\$64,166	\$65,766	\$67,739
2	\$65,523	\$67,123	\$69,137
3	\$66,882	\$68,482	\$70,536
4	\$68,243	\$69,843	\$71,938
5	\$69,605	\$71,205	\$73,341
6	\$72,321	\$73,921	\$76,139

Security Staff Grandparented, inclusive of 30 June 2022 increase.

	Annual Salary for the First Full Pay Period Commencing On or After		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
O4SGP	\$80,713	\$82,313	\$84,782

## Youth Employment, inclusive of 30 June 2022 increase.

	Annual Salary for the First Full Pay Period Commencing On or After		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
16-18 years	\$49,484	\$51,084	\$52,617

## CASUAL ACADEMIC RATES OF PAY

### Schedule of Salary Rates, inclusive of 30 June 2022 increase.

See clause 33 of the [Agreement](#) for calculation of casual salaries.

Description	Rate from the First Full Pay Period Commencing on or after		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
<b>Lecturing</b>			
Normal Lecture	\$199.77	\$202.86	\$208.94
Developed Lecture	\$266.36	\$270.48	\$278.59
Specialised Lecture	\$332.95	\$338.10	\$348.23
Repeat Lecture	\$133.18	\$135.24	\$139.29

- a) Normal lecture rate is paid where delivery of 1 hour of lectures requires an additional 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 1 hour of lectures requires an additional 3 hours of work.
- c) Specialised lecture is paid to a distinguished person for a single lecture, or where delivery of 1 hour of lectures requires an additional 4 hours of work.
- d) Repeat Lecture is paid covering the subject matter of a lecture given within a period of 14 days to another group of students.

Description	Rate from the First Full Pay Period Commencing on or after		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
<b>Tutoring</b>			
Tutorial	\$143.40	\$146.46	\$150.86
Tutorial with possession of relevant doctorate or requiring full course coordination	\$170.88	\$173.94	\$179.16
Repeat Tutorial	\$95.60	\$97.64	\$100.58
Repeat Tutorial with possession of relevant doctorate or requiring full course coordination	\$113.92	\$115.96	\$119.44

Other Academic Activity			
Other Academic Activity	\$47.80	\$48.82	\$50.29
Other Academic Activity with possession of relevant doctorate or requiring full course coordination	\$56.96	\$57.98	\$59.72
Under Graduate Clinical Nurse Education			
Little preparation required (1 hour delivery and 0.5 hour agreed duties)	\$71.70	\$73.23	\$75.43
Little preparation required with relevant doctorate or full course coordination (1 hour plus 0.5 hour agreed duties)	\$85.44	\$86.97	\$89.58
Normal Preparation required (1 hour delivery plus 1 hour agreed duties)	\$95.60	\$97.64	\$100.58
Normal Preparation with relevant doctorate or full course coordination (1 hour plus 1 hour agreed duties)	\$113.92	\$115.96	\$119.44

Description	Rate from the First Full Pay Period Commencing on or after		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
Studio Teaching – Art, Architecture & Design			
Studio teaching (1 hour delivery and 0.5 hour agreed duties)	\$71.70	\$73.23	\$75.43
Studio teaching with relevant doctorate or full course coordination (1 hour plus 0.5 hour agreed duties)	\$85.44	\$86.97	\$89.58

## Schedule of Rates of Pay Per Item for Assessment and Time Factor Associated with Various Types of Activities

Description	Rate from the First Full Pay Period Commencing on or after		
	30 June 2020 1.8% increase	30 June 2021 \$1,600 increase	30 June 2022 3% increase
<b>Simple Assessment</b>			
up to 1,500 words or equivalent (5 minutes per item)	\$3.98	\$4.07	\$4.19
1,500 to 3,500 words or equivalent (10 minutes per item)	\$7.97	\$8.14	\$8.38
3,500 to 5,000 words or equivalent (20 minutes per item)	\$15.93	\$16.27	\$16.76
<b>Standard Assessment</b>		\$4.07	
up to 1,500 words or equivalent (10 minutes per item)	\$9.49	\$9.66	\$9.95
1,500 to 3,500 words or equivalent (20 minutes per item)	\$18.99	\$19.33	\$19.91
3,500 to 5,000 words or equivalent (30 minutes per item)	\$28.48	\$28.99	\$29.86
<b>Complex Assessment</b>			
up to 1,500 words or equivalent (20 minutes per item)	\$22.20	\$22.54	\$23.22
1,500 to 3,500 words or equivalent (30 minutes per item)	\$33.30	\$33.81	\$34.82
3,500 to 5,000 words or equivalent (40 minutes per item)	\$44.39	\$45.08	\$46.43