

CASUAL ACADEMIC RATES

Casual academic Employees will be entitled to receive the salary rates applicable to the casual employment classifications, as defined in Schedule 2 of this Agreement, and a 37.5 hour week shall be used as the basis for calculated the ordinary hourly rate for casual academic employment to which shall be added a 25% casual loading. The casual loading is payable *in lieu* of benefits not provided to the casual academic staff Employees as set out in this Agreement.

| | 2017 Rate | First Full Pay Period after Commencement | FFPPOA 1 Dec 2018 | FFPPOA 1 July 2019 | FFPPOA 1 July 2020 | FFPPOA 1 July 2021 |
|---|------------------|---|--------------------------|-----------------------------|---------------------------|---------------------------|
| | | \$1500 salary uplift | 1.5% increase | \$1800 salary uplift | 1.6% increase | 1.6% increase |
| Lecturing | | | | | | |
| A: Basic | \$181.05 | \$183.93 | \$186.69 | \$190.17 | \$193.20 | \$196.29 |
| D: Repeat | \$120.70 | \$122.62 | \$124.46 | \$126.78 | \$128.80 | \$130.86 |
| B: Developed | \$241.40 | \$245.24 | \$248.92 | \$253.56 | \$257.60 | \$261.72 |
| C: Specialised | \$301.75 | \$306.55 | \$311.15 | \$316.95 | \$322.00 | \$327.15 |
| | | | | | | |
| Tutoring | | | | | | |
| E: Normal | \$129.16 | \$132.06 | \$134.04 | \$137.49 | \$139.68 | \$141.93 |
| F: Repeat | \$86.11 | \$88.04 | \$89.36 | \$91.66 | \$93.12 | \$94.62 |
| G: Normal PhD | \$154.45 | \$157.32 | \$159.69 | \$163.14 | \$165.75 | \$168.39 |
| H: Repeat PhD | \$102.97 | \$104.88 | \$106.46 | \$108.76 | \$110.50 | \$112.26 |
| R: Normal SubCoord | \$181.05 | \$183.93 | \$186.69 | \$190.17 | \$193.20 | \$196.29 |
| S: Repeat SubCoord | \$120.70 | \$122.62 | \$124.46 | \$126.78 | \$128.80 | \$130.86 |
| | | | | | | |
| Clinical Nurse Educator | | | | | | |
| I: Normal | \$86.11 | \$88.04 | \$89.36 | \$91.66 | \$93.12 | \$94.62 |
| K: Normal PhD | \$102.97 | \$104.88 | \$106.46 | \$108.76 | \$110.50 | \$112.26 |
| J: Small Preparation | \$64.58 | \$66.03 | \$67.02 | \$68.75 | \$69.84 | \$70.97 |
| L: Small PhD | \$77.22 | \$78.66 | \$79.85 | \$81.57 | \$82.88 | \$84.20 |
| T: Normal SubCoord | \$120.70 | \$122.62 | \$124.46 | \$126.78 | \$128.80 | \$130.86 |
| U: Small SubCoord | \$90.53 | \$91.97 | \$93.35 | \$95.09 | \$96.60 | \$98.15 |
| | | | | | | |
| Marking | | | | | | |
| M: High Level | \$60.36 | \$61.31 | \$62.23 | \$63.39 | \$64.40 | \$65.43 |
| N: Routine | \$43.06 | \$44.02 | \$44.68 | \$45.83 | \$46.56 | \$47.31 |
| O: Routine PhD | \$51.48 | \$52.44 | \$53.23 | \$54.38 | \$55.25 | \$56.13 |
| | | | | | | |
| Other Required Academic Activity | | | | | | |
| P: | \$43.06 | \$44.02 | \$44.68 | \$45.83 | \$46.56 | \$47.31 |
| Q: PhD | \$51.48 | \$52.44 | \$53.23 | \$54.38 | \$55.25 | \$56.13 |
| V: SubCoord | \$60.36 | \$61.31 | \$62.23 | \$63.39 | \$64.40 | \$65.43 |

CASUAL ACADEMIC RATES

1. Engagement

Casual Academic Staff Employees shall be engaged by the hour under one of the categories set out below.

2. Applicable Hourly Rates

- (a) The minimum hourly rate applicable for duties, including casual lecturing, marking as a supervising examiner or requiring a significant exercise of academic judgment appropriate to a Level B academic, or for all duties performed where the staff member performs full subject coordination, is determined by reference to the second step of the full-time Academic Level B scale plus a 25% loading.

$$\text{\$Level B, step 2/52} + 25\% = \$$$

37.5

- (b) The minimum hourly rate applicable for all duties performed where the staff member performs course coordination duties is determined by reference to the second step of the full-time Academic Level C scale plus a 25% loading, according to the following formula:

$$\text{\$Level C, step 2/52} + 25\% = \$$$

37.5

- (c) The minimum hourly rate applicable to all other duties is determined by reference to the second step of the full-time Level A scale plus a 25% loading, according to the following formula:

$$\text{\$Level A, step 2/52} + 25\% = \$$$

37.5

- (d) Provided that where the staff member possesses a relevant doctoral qualification, the minimum hourly rate applicable to all other duties is determined by reference to the sixth step of the full-time Level A scale plus 25% loading, according to the following formula:

$$\text{\$Level A, step 6/52} + 25\% = \$$$

37.5

3. Casual Lecturing

A casual academic Employee required to provide a lecture (or equivalent delivery through other than face-to-face teaching mode) of a specified duration and relatedly provide directly associated non-contact duties in the nature of preparation and reasonably contemporaneous student consultation shall be paid at a rate for each hour of lecture delivered according to the table below. Lecture means any educational delivery described as a lecture in a course or unit outline, or in an official timetable issued by the University.

| Rate | Type | Description |
|---------------|---------------------|--|
| Rate A | Basic Lecture | Consists of 1 hour of delivery and 2 hours of associated working time. |
| Rate B | Developed Lecture | Consists of 1 hour of delivery and 3 hours of associated working time. |
| Rate C | Specialised Lecture | Consists of 1 hour of delivery and 4 hours of associated working time. |
| Rate D | Repeat Lecture | Consists of 1 hour of delivery and 1 hour of associated working time, provided that the hourly rate in a repeat lecture applies to a lecture in the same subject matter within a period of 7 days and student consultation reasonably contemporaneous with it. |

4. Casual Tutoring

A casual academic Employee required to deliver or present a tutorial or seminar (or equivalent delivery through other than face-to-face teaching mode) of a specified duration and relatedly provide directly associated non-contact duties in the nature of preparation and reasonably contemporaneous student consultation shall be paid at a rate for each hour of tutorial delivered or presented according to the table below. Tutorial means any educational delivery described as a tutorial or seminar in a course or unit outline, or in an official timetable issued by the University.

| Rate | Type | Description |
|---------------|--|---|
| Rate E | Basic Tutorial | Consists of 1 hour of delivery and 2 hours of associated working time. |
| Rate F | Repeat tutorial | Consists of 1 hour of delivery and 1 hour of associated working time, provided that the hourly rate in a repeat tutorial applies to a tutorial in the same subject matter within a period of 7 days and student consultation reasonably contemporaneous with it. |
| Rate G | Tutorial (PhD) | Consists of 1 hour of delivery and 2 hours of associated working time in circumstances where the Employee holds a relevant doctoral qualification. |
| Rate H | Repeat Tutorial (PhD) | Consists of 1 hour of delivery and 1 hour of associated working time in circumstances where the Employee holds a relevant doctoral qualification, provided that the hourly rate in a repeat tutorial applies to a tutorial in the same subject matter within a period of 7 days, and student consultation reasonably contemporaneous with it. |
| Rate R | Tutorial (Subject Coordination) | Consists of 1 hour of delivery and 2 hours of associated working time in circumstances where full subject coordination duties are included as part of normal duties. |
| Rate S | Repeat Tutorial (Subject Coordination) | Consists of 1 hour of delivery and 1 hour of associated working time in circumstances where full subject coordination duties are included as part of normal duties, provided that the hourly rate in a repeat tutorial applies to a tutorial in the same subject matter within a period of 7 days, and student consultation reasonably contemporaneous with it. |

5. Undergraduate Clinical Nurse Education

A casual academic Employee required to provide undergraduate clinical nurse education with directly associated non-contact duties in the nature of preparation and reasonably contemporaneous student consultation shall be paid at a rate for each hour of clinical nurse education delivered according to the table below. Undergraduate clinical nurse education means the conduct of undergraduate nurse education in a clinical setting.