

ACADEMIC STAFF
PART B - CASUAL SALARY RATES

Code	Description	Base Rate	\$500 uplift	0.7%	1.3%	1.8%	1.8%	\$500 uplift	2.1%
		2/12/16	12/01/18	12/01/18	19/10/18	1/09/19	1/09/20	1/9/21	1/09/21
		\$	\$	\$	\$	\$	\$	\$	\$
AX150	Standard Marking	43.55	43.87	44.17	44.75	45.55	46.37	46.69	47.67
AX155	Standard Marking (Qual)	52.08	52.40	52.77	53.45	54.41	55.39	55.71	56.88
AX160	Significant Marking	61.05	61.37	61.80	62.61	63.73	64.88	65.20	66.57
AX165	Significant Marking (Qual)	61.05	61.37	61.80	62.61	63.73	64.88	65.20	66.57
AX170	Other Academic Activity	43.55	43.87	44.17	44.75	45.55	46.37	46.69	47.67
AX175	Other Academic Activity (Qual)	52.08	52.40	52.77	53.45	54.41	55.39	55.71	56.88
AX180	Other Specialised Acad Activity	65.32	65.80	66.26	67.12	68.33	69.56	70.04	71.51
AX185	Other Specialised Acad Activity (Qual)	78.12	78.60	79.15	80.18	81.62	83.09	83.57	85.32
AX190	Repeat Tutorial	87.09	87.73	88.34	89.49	91.10	92.74	93.38	95.34
AX195	Repeat Tutorial (Qual)	104.16	104.80	105.53	106.90	108.83	110.79	111.43	113.77
AX200	Tutorial	130.64	131.60	132.52	134.24	136.66	139.12	140.07	143.02
AX205	Tutorial (Qual)	156.24	157.20	158.30	160.36	163.24	166.18	167.14	170.65
AX230	Repeat Lecture	122.11	122.75	123.61	125.21	127.47	129.76	130.40	133.14
AX240	Basic Lecture	183.16	184.12	185.41	187.82	191.20	194.64	195.60	199.71
AX250	Developed Lecture	244.22	245.49	247.21	250.43	254.93	259.52	260.80	266.28
AX260	Specialised Lecture	305.27	306.87	309.02	313.03	318.67	324.40	326.00	332.85
AX274	Clinical Educator Min	65.32	65.80	66.26	67.12	68.33	69.56	70.04	71.51
AX278	Clinical Educator Max	87.09	87.73	88.34	89.49	91.10	92.74	93.38	95.34
AX284	Clinical Educator Min (Qual)	78.12	78.60	79.15	80.18	81.62	83.09	83.57	85.32
AX288	Clinical Educator Max (Qual)	104.16	104.80	105.53	106.90	108.83	110.79	111.43	113.77
AX290	Accompanist	87.09	87.73	88.34	89.49	91.10	92.74	93.38	95.34
AX295	Accompanist (Qual)	104.16	104.80	105.53	106.90	108.83	110.79	111.43	113.77

- The salary rates, for casual employees referred to in this Schedule are calculated by dividing the appropriate full-time salary rate from Schedule I - Part A by 52.178571 divided by thirty-seven and a half (37.5) hours per week and multiplying the result by the casual loading in sub-clause 21.14 of this Agreement. This calculation determines the base rate by which other rates are determined, depending on the nature of activity undertaken and the preparation time involved.
- The base rate applicable to lecturing or for purposes of the higher marking rate (requiring independent evaluation) shall be determined by reference to the Second step of the full-time Level B scale.
- The base rate applicable to all other duties including tutoring rates not covered by paragraph 4 below shall be determined by reference to the Second step of the full-time Level A scale.
- The base rate applicable where an employee possesses a relevant doctoral qualification shall be determined by reference to the Sixth step of the full-time Level A scale.
- The base rate is multiplied by the amount of preparation and associated working time for the particular academic activity, to determine the actual pay rates in this Schedule. In this regard, the following conditions apply:

Basic lecture – one (1) hour of delivery and two (2) hours associated working time;
Developed lecture - one (1) hour of delivery and three (3) hours associated working time;
Specialised lecture - one (1) hour of delivery and four (4) hours associated working time;

Repeat lecture - one (1) hour of delivery and one (1) hour associated working time ;
Tutorial - one (1) hour of delivery and two (2) hours associated working time;
Repeat tutorial - one (1) hour of delivery and one (1) hour associated working time;
Musical accompanying - one (1) hour of delivery and one (1) hour preparation time;
Clinical Education (little preparation required) - one (1) hour of delivery and thirty (30) minutes associated working time;
Clinical Education (normal preparation required) - one (1) hour of delivery and one (1) hour associated working time;
Marking - the base rate applies;
Other required academic activity - the base rate applies or
Other specialised academic activity – 150% of the base rate applies

6. The terms "lecture" and "tutorial" mean any education delivery described as such in a course or unit outline or in an official timetable issued by the University. The delivery of a lecture or a tutorial also includes directly associated non-contact duties in the nature of preparation and student consultation.
7. The hourly rate in a repeat lecture or a repeat tutorial applies to a second (2nd) or subsequent delivery of substantially the same lecture or tutorial in the same subject matter within a period of seven (7) days and any student consultation reasonably contemporaneous with it.
8. The term "musical accompanying" means the provision of musical accompaniment to one (1) or more students or employees in the course of teaching by another employee in circumstances where the accompanist deploys educational expertise in repertoire development or expression for student concert or examination purposes, but does not include concert accompanying, vocal coaching or musical directing.
9. The term "clinical education" means the conduct of undergraduate education in a clinical setting.
10. The term "standard marking" means routine marking of student assignments, essays, short answer and multiple choice examinations, conducted outside of contact hours.
11. The term "significant marking" means marking as a supervising examiner, or marking requiring a significant exercise of judgement appropriate to an employee at Level B status and conducted outside of contact hours.
12. Marking of student assessment, subject coordination and development duties will be paid on an hourly basis (unless conducted in the lecture, tutorial or demonstration itself). Actual tasks and time taken for each task will be time costed in accordance with sub-clause 30.22 of this Agreement as part of the development of the Workload Allocation Policy for each School or academic unit.
13. The term "Other required academic activity" means work that an employee is required to perform for the University and is performed in accordance with any such requirement, being work of the following nature:
 - (i) the conduct of practical classes, demonstrations, workshops, student field excursions;
 - (ii) the conduct of clinical sessions other than clinical education;
 - (iii) the conduct of performance and visual art studio sessions;
 - (iv) musical coaching, repititeurship, and musical accompanying other than with special educational service;
 - (v) development of teaching and subject materials such as the preparation of subject guides and reading lists and basic activities associated with subject coordination;
 - (vi) consultation with students;
 - (vii) supervision; or
 - (viii) attendance at school and/or faculty meetings as required.
14. The list of "Other required academic activity" set out in paragraph 13 above is not intended to be exhaustive, but is provided by way of examples and guidance.
15. The term "Other specialised academic activity" means work that an employee is required to perform for the University and is performed in accordance with any such requirement, being work of the following nature:
 - (i) complex subject coordination;
 - (ii) developing new subjects.
16. The list of "Other specialised academic activity" set out in paragraph 15 above is not intended to be exhaustive, but is provided by way of examples and guidance.