



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2022–23**  
(C2023/1)

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

Educational services

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

SYDNEY, XX JUNE 2023

*Annual Wage Review 2022–23.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1 and inserting the following:

<b>Employee classification</b>	<b>Annual salary (full-time employee)</b>	<b>Minimum hourly rate<sup>1</sup></b>
	\$	\$
<b>Level A</b>		
1	61,336	30.94
2	63,794	32.18
3	66,250	33.42
4	68,556	34.58
5	70,398	35.51
6 <sup>2</sup>	72,395	36.52

<b>Employee classification</b>	<b>Annual salary (full-time employee)</b>	<b>Minimum hourly rate<sup>1</sup></b>
	<b>\$</b>	<b>\$</b>
7	74,392	37.53
8	76,390	38.54
<b>Level B</b>		
1	79,463	40.09
2	81,768	41.25
3	84,073	42.41
4	86,382	43.58
5	88,684	44.74
6	90,992	45.90
<b>Level C</b>		
1	93,294	47.06
2	95,601	48.23
3	97,904	49.39
4	100,211	50.55
5	102,514	51.71
6	104,820	52.88
<b>Level D</b>		
1	108,662	54.82
2	111,738	56.37
3	114,812	57.92
4	117,883	59.47
<b>Level E</b>		
	134,789	68.00

2. By deleting the table appearing in clause 16.2(c)(i) and inserting the following:

<b>Employed in</b>	<b>\$ per annum</b>	<b>% of annual salary for Level A-1</b>
Full clinical department in a medical school and responsible for patient care	26,927	43.9
Para-clinical department in a medical school	17,971	29.3
Pre-clinical department in a medical school	13,494	22.0

3. By deleting the amount “\$12,760” appearing in clause 16.2(d) and inserting “\$13,494”.

4. By deleting the table appearing in clause 16.4(a) and inserting the following:

	<b>Casual hourly rate (including casual loading)</b>
	<b>\$</b>
<b>Lecturing</b>	
Basic lecture (1 hour of delivery and 2 hours associated working time)	154.68
Developed lecture (1 hour of delivery and 3 hours associated working time)	206.28
Specialised lecture (1 hour of delivery and 4 hours associated working time)	257.83
Repeat lecture (1 hour of delivery and 1 hour associated working time)	103.10
<b>Tutoring</b>	
Tutorial (1 hour of delivery and 2 hours associated working time)	120.69
Repeat tutorial (1 hour of delivery and 1 hour associated working time)	80.44
Tutorial (1 hour of delivery and 2 hours associated working time) (where academic holds a relevant doctoral qualification)	136.99
Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification)	91.28
<b>Musical accompanying</b>	
Musical accompanying (1 hour of delivery and 1 hour preparation time)	80.44
Musical accompanying (1 hour of delivery and 1 hour preparation time) (where academic holds a relevant doctoral qualification)	91.28
<b>Undergraduate clinical nurse education</b>	
Little preparation required (1 hour of delivery and 0.5 hours associated working time)	60.35
Normal preparation time (1 hour of delivery and 1 hour associated working time)	80.44
Little preparation required (1 hour of delivery and 0.5 hours associated working time) (where academic holds a relevant doctoral qualification)	68.48

	<b>Casual hourly rate (including casual loading)</b>
	<b>\$</b>
Normal preparation time (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification)	91.28
<b>Marking rate</b>	
Standard marking	40.20
Standard marking (where academic holds a relevant doctoral qualification)	45.66
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status	51.56
<b>Other required academic activity</b>	
If academic does not hold a relevant doctoral qualification or perform full subject coordination duties	40.20
If academic holds a relevant doctoral qualification or performs full subject coordination duties	45.66

5. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Minimum hourly rate</b>	<b>Teaching and research academics</b>			
		<b>Medically qualified</b>			<b>Dentally qualified</b>
		<b>Full clinical department in a medical school and responsible for patient care*</b>	<b>Para-clinical department in a medical school</b>	<b>Pre-clinical department in a medical school</b>	<b>Medical school or dental school in the teaching of medical or dental students</b>
		<b>Hourly rate based on:</b>			
		<b>Annual salary + 43.9% of the annual salary for Level A-1</b>	<b>Annual salary + 29.3% of the annual salary for Level A-1</b>	<b>Annual salary + 22% of the annual salary for Level A-1</b>	<b>Annual salary + 22% of the annual salary for Level A-1</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level A</b>					
1	30.94	—	—	—	—
2	32.18	—	—	—	—

	<b>Minimum hourly rate</b>	<b>Teaching and research academics</b>			
		<b>Medically qualified</b>			<b>Dentally qualified</b>
		<b>Full clinical department in a medical school and responsible for patient care*</b>	<b>Para-clinical department in a medical school</b>	<b>Pre-clinical department in a medical school</b>	<b>Medical school or dental school in the teaching of medical or dental students</b>
		<b>Hourly rate based on:</b>			
	<b>Annual salary + 43.9% of the annual salary for Level A-1</b>	<b>Annual salary + 29.3% of the annual salary for Level A-1</b>	<b>Annual salary + 22% of the annual salary for Level A-1</b>	<b>Annual salary + 22% of the annual salary for Level A-1</b>	
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
3	33.42	—	—	—	—
4	34.58	—	—	—	—
5	35.51	—	—	—	—
6*	36.52	—	—	—	—
7	37.53	—	—	—	—
8	38.54	—	—	—	—
<b>Level B</b>					
1	40.09	53.67	49.15	46.89	46.89
2	41.25	54.83	50.31	48.06	48.06
3	42.41	55.99	51.48	49.22	49.22
4	43.58	57.16	52.64	50.38	50.38
5	44.74	58.32	53.80	51.54	51.54
6	45.90	59.49	54.97	52.71	52.71
<b>Level C</b>					
1	47.06	60.65	56.13	53.87	53.87
2	48.23	61.81	57.29	55.03	55.03
3	49.39	62.97	58.45	56.20	56.20
4	50.55	64.14	59.62	57.36	57.36
5	51.71	65.30	60.78	58.52	58.52
6	52.88	66.46	61.94	59.68	59.68

	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	
	\$	\$	\$	\$	
<b>Level D</b>					
1	54.82	68.40	63.88	61.62	61.62
2	56.37	69.95	65.43	63.17	63.17
3	57.92	71.50	66.98	64.72	64.72
4	59.47	73.05	68.53	66.27	66.27
<b>Level E</b>	68.00	81.58	77.06	74.80	74.80

B. This determination comes into operation on 1 July 2023. In accordance with s 286(5) of the *Fair Work Act 2009* 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 2023.

PRESIDENT