



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

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

Educational services

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

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] 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	63,636	32.10
2	66,186	33.39
3	68,734	34.67
4	71,127	35.88
5	73,038	36.84
6 <sup>2</sup>	75,110	37.89

<b>Employee classification</b>	<b>Annual salary (full-time employee)</b>	<b>Minimum hourly rate<sup>1</sup></b>
	<b>\$</b>	<b>\$</b>
7	77,182	38.94
8	79,255	39.98
<b>Level B</b>		
1	82,443	41.59
2	84,834	42.80
3	87,226	44.00
4	89,621	45.21
5	92,010	46.42
6	94,404	47.62
<b>Level C</b>		
1	96,793	48.83
2	99,186	50.04
3	101,575	51.24
4	103,969	52.45
5	106,358	53.65
6	108,751	54.86
<b>Level D</b>		
1	112,737	56.87
2	115,928	58.48
3	119,117	60.09
4	122,304	61.70
<b>Level E</b>		
	139,844	70.55

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	27,936	43.9
Para-clinical department in a medical school	18,645	29.3
Pre-clinical department in a medical school	14,000	22.0

3. By deleting the amount “\$13,494” appearing in clause 16.2(d) and inserting “\$14,000”.
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)	160.48
Developed lecture (1 hour of delivery and 3 hours associated working time)	214.02
Specialised lecture (1 hour of delivery and 4 hours associated working time)	267.50
Repeat lecture (1 hour of delivery and 1 hour associated working time)	106.97
<b>Tutoring</b>	
Tutorial (1 hour of delivery and 2 hours associated working time)	125.22
Repeat tutorial (1 hour of delivery and 1 hour associated working time)	83.46
Tutorial (1 hour of delivery and 2 hours associated working time) (where academic holds a relevant doctoral qualification)	142.13
Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification)	94.70
<b>Musical accompanying</b>	
Musical accompanying (1 hour of delivery and 1 hour preparation time)	83.46
Musical accompanying (1 hour of delivery and 1 hour preparation time) (where academic holds a relevant doctoral qualification)	94.70
<b>Undergraduate clinical nurse education</b>	
Little preparation required (1 hour of delivery and 0.5 hours associated working time)	62.61
Normal preparation time (1 hour of delivery and 1 hour associated working time)	83.46

	<b>Casual hourly rate (including casual loading)</b>
	\$
Little preparation required (1 hour of delivery and 0.5 hours associated working time) (where academic holds a relevant doctoral qualification)	71.05
Normal preparation time (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification)	94.70
<b>Marking rate</b>	
Standard marking	41.71
Standard marking (where academic holds a relevant doctoral qualification)	47.37
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status	53.49
<b>Other required academic activity</b>	
If academic does not hold a relevant doctoral qualification or perform full subject coordination duties	41.71
If academic holds a relevant doctoral qualification or performs full subject coordination duties	47.37

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>Level A</b>					

	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	
	\$	\$	\$	\$	\$
1	32.10	—	—	—	—
2	33.39	—	—	—	—
3	34.67	—	—	—	—
4	35.88	—	—	—	—
5	36.84	—	—	—	—
6*	37.89	—	—	—	—
7	38.94	—	—	—	—
8	39.98	—	—	—	—
<b>Level B</b>					
1	41.59	55.68	50.99	48.65	48.65
2	42.80	56.89	52.20	49.86	49.86
3	44.00	58.09	53.41	51.06	51.06
4	45.21	59.30	54.62	52.27	52.27
5	46.42	60.51	55.82	53.48	53.48
6	47.62	61.72	57.03	54.69	54.69
<b>Level C</b>					
1	48.83	62.92	58.23	55.89	55.89
2	50.04	64.13	59.44	57.10	57.10
3	51.24	65.33	60.65	58.30	58.30
4	52.45	66.54	61.85	59.51	59.51
5	53.65	67.75	63.06	60.72	60.72

	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	
	\$	\$	\$	\$	\$
6	54.86	68.95	64.27	61.92	61.92
<b>Level D</b>					
1	56.87	70.96	66.28	63.93	63.93
2	58.48	72.57	67.89	65.54	65.54
3	60.09	74.18	69.50	67.15	67.15
4	61.70	75.79	71.10	68.76	68.76
<b>Level E</b>	70.55	84.64	79.95	77.61	77.61

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT