



# DRAFT DETERMINATION

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

**Annual Wage Review 2019–20**  
(C2020/1)

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

Educational services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] 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</b>	<b>Minimum hourly rate<sup>1</sup></b>
	\$	\$
<b>Level A</b>		
1	54,098	27.29
2	56,265	28.38
3	58,432	29.48
4	60,465	30.50
5	62,090	31.32
6 <sup>2</sup>	63,852	32.21
7	65,613	33.10

<b>Employee classification</b>	<b>Annual salary</b>	<b>Minimum hourly rate<sup>1</sup></b>
	<b>\$</b>	<b>\$</b>
8	67,375	33.99
<b>Level B</b>		
1	70,085	35.35
2	72,119	36.38
3	74,152	37.41
4	76,188	38.43
5	78,219	39.46
6	80,254	40.48
<b>Level C</b>		
1	82,284	41.51
2	84,319	42.54
3	86,351	43.56
4	88,385	44.59
5	90,417	45.61
6	92,451	46.64
<b>Level D</b>		
1	95,839	48.35
2	98,551	49.71
3	101,262	51.08
4	103,972	52.45
<b>Level E</b>		
	118,883	59.97

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	23,749	43.9
Para-clinical department in a medical school	15,851	29.3
Pre-clinical department in a medical school	11,902	22.0

3. By deleting the amount “\$11,697” appearing in clause 16.2(d) and inserting “\$11,902”.

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)	136.43
Developed lecture (1 hour of delivery and 3 hours associated working time)	181.93
Specialised lecture (1 hour of delivery and 4 hours associated working time)	227.40
Repeat lecture (1 hour of delivery and 1 hour associated working time)	90.93
<b>Tutoring</b>	
Tutorial (1 hour of delivery and 2 hours associated working time)	106.45
Repeat tutorial (1 hour of delivery and 1 hour associated working time)	70.95
Tutorial (1 hour of delivery and 2 hours associated working time) (where academic holds a relevant doctoral qualification)	120.82
Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification)	80.51
<b>Musical accompanying</b>	
Musical accompanying (1 hour of delivery and 1 hour preparation time)	70.95
Musical accompanying (1 hour of delivery and 1 hour preparation time) (where academic holds a relevant doctoral qualification)	80.51
<b>Undergraduate clinical nurse education</b>	
Little preparation required (1 hour of delivery and 0.5 hours associated working time)	53.23
Normal preparation time (1 hour of delivery and 1 hour associated working time)	70.95
Little preparation required (1 hour of delivery and 0.5 hours associated working time) (where academic holds a relevant doctoral qualification)	60.40

	<b>Casual hourly rate (including casual loading)</b>
	\$
Normal preparation time (1 hour of delivery and 1 hour associated working time) (where academic holds a relevant doctoral qualification)	80.51
<b>Marking rate</b>	
Standard marking	35.45
Standard marking (where academic holds a relevant doctoral qualification)	40.27
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status	45.48
<b>Other required academic activity</b>	
If academic does not hold a relevant doctoral qualification or perform full subject coordination duties	35.45
If academic holds a relevant doctoral qualification or performs full subject coordination duties	40.27

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>					
1	27.29	—	—	—	—
2	28.38	—	—	—	—

	<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	29.48	—	—	—	—
4	30.50	—	—	—	—
5	31.32	—	—	—	—
6*	32.21	—	—	—	—
7	33.10	—	—	—	—
8	33.99	—	—	—	—
<b>Level B</b>					
1	35.35	47.34	43.35	41.36	41.36
2	36.38	48.36	44.38	42.39	42.39
3	37.41	49.39	45.40	43.41	43.41
4	38.43	50.41	46.43	44.44	44.44
5	39.46	51.44	47.45	45.46	45.46
6	40.48	52.47	48.48	46.49	46.49
<b>Level C</b>					
1	41.51	53.49	49.50	47.51	47.51
2	42.54	54.52	50.53	48.54	48.54
3	43.56	55.54	51.56	49.56	49.56
4	44.59	56.57	52.58	50.59	50.59
5	45.61	57.59	53.61	51.62	51.62
6	46.64	58.62	54.63	52.64	52.64
<b>Level D</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	48.35	60.33	56.34	54.35	54.35
2	49.71	61.70	57.71	55.72	55.72
3	51.08	63.06	59.08	57.09	57.09
4	52.45	64.43	60.45	58.45	58.45
<b>Level E</b>	59.97	71.95	67.97	65.98	65.98

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT