



Fair Work
OMBUDSMAN

Pay Guide - Higher Education Industry - Academic Staff - Award

[MA000006]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 November 2020.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Rates of pay

Full-time & part-time

Classification	Hourly pay rate
Level A1	\$27.29
Level A2	\$28.38
Level A3	\$29.48
Level A4	\$30.50
Level A5	\$31.32
Level A6	\$32.21
Level A7	\$33.10
Level A8	\$33.99
Level B1	\$35.35
Level B2	\$36.38
Level B3	\$37.41
Level B4	\$38.43
Level B5	\$39.46
Level B6	\$40.48
Level C1	\$41.51
Level C2	\$42.54
Level C3	\$43.56
Level C4	\$44.59
Level C5	\$45.61
Level C6	\$46.64
Level D1	\$48.35
Level D2	\$49.71
Level D3	\$51.08
Level D4	\$52.45
Level E	\$59.97

Casual

Stream	Casual pay rate
Lecturing	
Basic lecture (1 hour of delivery and 2 hours of 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
Tutoring	
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 Doctorate)	\$120.82
Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds Doctorate)	\$80.51
Musical accompanying	
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 Doctorate)	\$80.51
Undergraduate clinical nurse education	
Little preparation required (1 hour of delivery and 0.5 hours associated working time)	\$53.23
Normal preparation time is required (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 Doctorate)	\$60.40
Normal preparation time is required (1 hour of delivery and 1 hour associated working time) (where academic holds Doctorate)	\$80.51
Marking rate	
Standard marking	\$35.45
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status	\$45.48
Standard marking (where academic holds Doctorate)	\$40.27
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status (where academic holds Doctorate)	\$45.48
Other required academic activity	
If academic does not hold doctoral qualification or perform full subject coordination duties	\$35.45
If academic holds doctoral qualification or performs full subject coordination duties	\$40.27

Allowances

Allowances	Rate
Clinical loading in a medical school or dental school - full-time teaching and research level B–E academic employed in a full clinical department in a medical school and responsible for patient care	\$11.98 per hour
Clinical loading in a medical school or dental school - full-time teaching and research level B–E academic employed in a para-clinical department in a medical school	\$8.00 per hour
Clinical loading in a medical school or dental school - full-time teaching and research level B–E academic employed in a pre-clinical department in a medical school	\$6.00 per hour
Clinical loading in a medical school or dental school - full-time teaching and research level B–E academic employed in a medical school or dental school in the teaching of medical or dental students	\$6.00 per hour

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.