

SALARIES, LOADINGS AND BENEFITS PROCEDURE (MPF1170)
SCHEDULE A - ACADEMIC STAFF SALARIES AND RATES OF PAYMENT

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SALARY SCALES FOR FULL TIME ACADEMIC STAFF

Table 2: Classification - Level A

Tutor Research Assistant Grade 2 Research Fellow 1				
Academic Staff Classification Increment Level	01/05/2014	01/05/2015	01/05/2016	01/05/2017
	3% increase	3% increase	3% increase	3.5% increase
1	62,973	64,863	66,809	69,148
2	66,565	68,562	70,619	73,091
3	70,166	72,271	74,440	77,046
4	73,764	75,977	78,257	80,996
5	76,689	78,990	81,360	84,208
6**	79,609	81,998	84,458	87,415
7	82,530	85,006	87,557	90,622
8	85,452	88,016	90,657	93,830

** Any Level A Academic required to carry out full subject co-ordination duties as part of his or her normal duties or who upon appointment holds or during appointment gains a relevant doctoral qualification shall, as from 23 July 1992, be paid a salary no lower than this salary point.

Table 3: Classification - Level B

Lecturer Research Fellow 2				
Academic Staff Classification	01/05/2014	01/05/2015	01/05/2016	01/05/2017
Increment Level	3% increase	3% increase	3% increase	3.5% increase
1	89,955	92,654	95,434	98,775
2	93,326	96,126	99,010	102,476
3	96,699	99,600	102,588	106,179
4	100,070	103,073	106,166	109,882
5	103,445	106,549	109,746	113,588
6	106,817	110,022	113,323	117,290

Table 4: Classification - Level C

Senior Lecturer Senior Research Fellow				
Academic Staff Classification	01/05/2014	01/05/2015	01/05/2016	01/05/2017
Increment Level	3% increase	3% increase	3% increase	3.5% increase
1	110,190	113,496	116,901	120,993
2	113,568	116,976	120,486	124,704
3	116,935	120,444	124,058	128,401
4	120,304	123,914	127,632	132,100
5	123,676	127,387	131,209	135,802
6	127,054	130,866	134,792	139,510

Table 5: Classification - Level D

Reader Associate Professor Principal Lecturer (Inst of Ed) Principal Research Fellow				
Academic Staff Classification	01/05/2014	01/05/2015	01/05/2016	01/05/2017
Increment Level	3% increase	3% increase	3% increase	3.5% increase
1	132,677	136,658	140,758	145,685
2	137,173	141,289	145,528	150,622
3	141,667	145,918	150,296	155,557
4	146,169	150,555	155,072	160,500

Table 6: Classification - Level E

Academic Staff Classification	01/05/2014	01/05/2015	01/05/2016	01/05/2017
Level	3% increase	3% increase	3% increase	3.5% increase
Professor Professorial Fellow	170,900	176,027	181,308	187,654
Level E (Historical)*	176,663	181,963	187,422	193,982

*Note: This classification is for historical information only, used prior to the University of Melbourne Award and Classification Restructuring Agreement, 1993. It is not to be used for new appointments, nor is it an incremental point in the current professorial classification.

For further information on salary packaging see section 12 of the [Salaries, Loadings and Benefits Procedure](#) (MPF1170).

Table 7: Clinical Supervisor

Clinical Supervisor				
Academic Staff Classification Level	01/05/2014	01/05/2015	01/05/2016	01/05/2017
	3% increase	3% increase	3% increase	3.5% increase
1	118,957	122,526	126,202	130,620
2	122,327	125,997	129,777	134,320
3	125,697	129,468	133,353	138,021

Table 8: Research Assistant Grade 1

Research Assistant Grade 1				
Academic Staff Classification Level	01/05/2014	01/05/2015	01/05/2016	01/05/2017
	3% increase	3% increase	3% increase	3.5% increase
1	57,498	59,223	61,000	63,135
2	59,370	61,152	62,987	65,192
3	62,973	64,863	66,809	69,148

Table 9: ARC Fellowships as at 1 May 2014

Classification Title	ARC Rate	Salary Point	Salary	ARC Differential
Postdoctoral Fellowships	72217	01	79,609	-
		02	82,530	-
		03	85,452	-
Australian Research Fellowships	90577	01	89,955	622
		02	93,326	-
		03	96,699	-
		04	100,070	-
		05	103,445	-
		06	106,817	-
Queen Elizabeth II - Level B	107714	01	96,699	11,015
		02	100,070	7,644
		03	103,445	4,269
		04	106,817	897
Queen Elizabeth II - Level C	107714	01	110,190	-
		02	113,568	-
		03	116,935	-
		04	120,304	-
		05	123,676	-
		06	127,054	-
Senior Research Fellow - Senior Lecturer Level	107714	01	110,190	-
		02	113,568	-
		03	116,935	-
		04	120,304	-
		05	123,676	-
		06	127,054	-
Senior Research Fellow - Assoc. Professorial Level	124849	01	132,677	-
		02	137,173	-
		03	141,667	-
		04	146,169	-
Senior Research Fellow - Professorial Level	129898	01	170,900	-

Full details of ARC salary and stipend rates can be found at <http://www.arc.gov.au/applicants/salaries.htm>.

Table 10: NH & MRC*

Classification Title	Salary Point	01/05/2014	01/05/2015	01/05/2016	01/05/2017
		3% increase	3% increase	3% increase	3.5% increase
Level A - Research Assistant(1) / Research Officer	RA1	62,973	64,863	66,809	69,148
	RA2	66,565	68,562	70,619	73,091
	RA3	70,166	72,271	74,440	77,046
	RA4	73,764	75,977	78,257	80,996
	RA5	76,689	78,990	81,360	84,208
	RA6, RO1	79,609	81,998	84,458	87,415
	RA7, RO2	82,530	85,006	87,557	90,622
	RA8, RO3	85,452	88,016	90,657	93,830
Level B - Senior Research Officer/Research Fellow (by promotion only - no automatic progression beyond RA8)	SRO1	89,955	92,654	95,434	98,775
	SRO2	93,326	96,126	99,010	102,476
	SRO3	96,699	99,600	102,588	106,179
	SRO4, RF1	100,070	103,073	106,166	109,882
	SRO5, RF2	103,445	106,549	109,746	113,588
	SRO6, RF3	106,817	110,022	113,323	117,290
Level C - Senior Research Fellow (by appointment only)	SRF	110,190	113,496	116,901	120,993
	SRF2	113,568	116,976	120,486	124,704
	SRF3	116,935	120,444	124,058	128,401
	SRF4	120,304	123,914	127,632	132,100
	SRF5	123,676	127,387	131,209	135,802
	SRF6	127,054	130,866	134,792	139,510
Level D - Principal Research Fellow (by appointment only)	PRF1	132,677	136,658	140,758	145,685
	PRF2	137,173	141,289	145,528	150,622
	PRF3	141,667	145,918	150,296	155,557
	PRF4	146,169	150,555	155,072	160,500
Level E - Senior Principal Research Fellow (by appointment only)	SPRF	170900	176,027	181,308	187,654

*The salaries above are those currently paid by the University to staff on NH&MRC grants.

Entry points for NH & MRC appointments:

- BSc, BNursing, Dip of Nursing, BAppSc(Nutrition) = RA1
- BSc(Hons), BNursing (Hons), BAppSc(Occupational Therapy; Physiotherapy; Speech Pathology), BA/B Social Work, BA/BPsych and BPsych/BSocial Work, BEngineering = RA2
- Post-Grad Dip (Dietetics) = RA2 or RA3 dependent 1 or 2 years course work
- Post-Grad Dip (Occupational Therapy; Physiotherapy; Speech Pathology), BVSc = RA3
- MPsych (Clin), MAppSc(Physiotherapy), MSocial Work and MASocial Work, MNursing, MVSc, MappSc((Dietetics), MEngineering, Msc, MPH = RA4
- PhD, MBBS, BDS = RO1
- R.Douglas Wright = SRO1 (by appointment only)

Salary Loadings for NH & MRC appointments: (see Table 4 in [Schedule C - Loadings](#))

RATES OF PAYMENT FOR CASUAL ACADEMIC STAFF

Casual Lectures

A casual staff member required to deliver a lecture of a specified duration and relatedly provide directly associated non contact duties in the nature of preparation and reasonably contemporaneous student consultation shall be paid at a rate for each hour of lecture delivered according to the following table.

Table 11: Casual Lectures

Type of lecture and associated working time assumed	01/05/2014	01/05/2015	01/05/2016	01/05/2017
	3% increase	3% increase	3% increase	3.5% increase
Basic lecture (1 hour of delivery and 2 hours of associated working time)	181.27	186.71	192.31	199.04
Developed lecture (1 hour of delivery and 3 hours associated working time)	241.69	248.94	256.41	265.38
Specialised lecture (1 hour of delivery and 4 hours associated working time)	302.12	311.18	320.52	331.74
Repeat lecture (1 hour of delivery and 1 hour associated working time)	120.85	124.48	128.21	132.70

"Lecture" means any education delivery described as a lecture in a course or unit outline, or in an official timetable issued by the University. A lecture may be face-to-face teaching or equivalent delivery through a different mode.

The "developed lecture" rate is paid where the lecturer assumes significant responsibility for planning and developing a unit or large part of a unit as well as lecturing or where a lecture or small group of lectures calls for special expertise.

The "specialised lecture" rate is paid to a distinguished person for a single lecture or a small group of lectures.

The "repeat lecture" rate applies to a second or subsequent delivery of substantially the same lecture in the same subject matter within a period of seven days and student consultation reasonably contemporaneous with it.

Note: Full-time members of the academic staff of the University (other than staff in the Melbourne Business School) teaching in residential executive programs of the MBS may be paid a rate set by the MBS, for the particular course or part-course, up to a maximum of \$2,000 per course.

Casual Tutorials

A casual staff member required to deliver or present a tutorial (or equivalent delivery through other than face to face teaching mode) of a specified duration and relatedly provide directly associated non contact duties in the nature of preparation, administration of relevant records of the student for whom the casual staff member is responsible, and reasonably contemporaneous student consultation will be paid at a rate for each hour of tutorial delivered or presented, according to the following table:

Table 12: Casual Tutorials

Type of tutoring and associated working time assumed	01/05/2014	01/05/2015	01/05/2016	01/05/2017
	3% increase	3% increase	3% increase	3.5% increase
Tutorial (1 hour of delivery and 2 hours associated working time)	129.30	133.18	137.18	141.98
Repeat tutorial (1 hour of delivery and 1 hour associated working time)	86.19	88.78	91.44	94.64
Tutorial PhD (1 hour of delivery and 2 hours associated working time)	154.62	159.26	164.04	169.78
Repeat tutorial PhD (1 hour of delivery and 1 hour associated working time)	103.08	106.17	109.36	113.19
Indigenous Tutoring Assistance Scheme (ITAS) One on One Undergraduate	39.00	Not subject to Enterprise Agreement increase		
Indigenous Tutoring Assistance Scheme (ITAS) One on One Post Graduate	50.15	Not subject to Enterprise Agreement increase		

“Tutorial” means any education delivery described as a tutorial in a course or unit outline, or in an official timetable issued by the University. It is a supplementary form of educational delivery where matters already covered elsewhere in the course are discussed, clarified or elaborated. A tutorial is conducted in accordance with guidelines issued by the lecturer in charge of the subject.

The “repeat tutorial” rate applies to a second or subsequent delivery of substantially the same tutorial in the same subject matter within a period of seven days and student consultation reasonably contemporaneous with it.

Table 13: Casual Tutorials (Faculty of Medicine)

Faculty of Medicine: Clinical Teaching (Note: These rates apply to medically qualified staff only)	01/05/2014 \$ Rate per hour	01/05/2015 \$ Rate per hour	01/05/2016 \$ Rate per hour	01/05/2017 \$ Rate per hour
	3% increase	3% increase	3% increase	3.5% increase
At the bedside per hour, to be certified by the teacher (Initial)	129.30	133.18	137.18	141.98
At the bedside per hour, to be certified by the teacher (repeated)	86.19	88.78	91.44	94.64
Tutorials	129.30	133.18	137.18	141.98
Tutorial Repeated	86.19	88.78	91.44	94.64
Seminars	181.27	186.71	192.31	199.04
Seminars Repeated	120.85	124.48	128.21	132.70
Primary Medical Care	64.64	66.58	68.58	70.98
Repeated Primary Medical Care	43.10	44.39	45.72	47.32
Case presentation and clinical demonstration (initial)	129.30	133.18	137.18	141.98
Case presentation and clinical demonstration (Repeated)	86.19	88.78	91.44	94.64

Musical Accompanying with Special Educational Services

For musical accompanying the casual staff member will be paid for each hour of accompanying as well as for one hour of preparation time for each hour of accompanying delivered:

Table 14: Musical Accompanying with Special Education Services

Musical accompanying with special educational service and associated working time assumed	01/05/2014	01/05/2015	01/05/2016	01/05/2017
	3% increase	3% increase	3% increase	3.5% increase
Musical accompanying (1 hour of delivery and 1 hour preparation time)	86.19	88.78	91.44	94.64
Musical accompanying PhD (1 hour of delivery and 1 hour preparation time)	103.08	106.17	109.36	113.19

"Musical accompanying with special educational service" means the provision of musical accompaniment to one or more students or staff in the course of teaching by another member of the academic staff in circumstances where the accompanist deploys educational expertise in repertoire development or expression for student concert or examination purposes, but does not include concern accompanying, vocal coaching or musical directing.

Marking

Casual staff will be paid at the marking rates in the table below for all marking required by the supervising lecturer of a subject or course, other than marking that is undertaken during a lecture, tutorial or clinical session, or could reasonably have been undertaken during that session.

Table 15: Marking

Minimum salary per hour of marking	01/05/2014	01/05/2015	01/05/2016	01/05/2017
	3% increase	3% increase	3% increase	3.5% increase
Standard marking	43.10	44.39	45.72	47.32
Standard marking where duties include full subject coordination or staff member possesses a relevant PhD	51.54	53.09	54.68	56.59
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status	60.42	62.23	64.10	66.34

Other Required Academic Activity

A casual staff member required to perform any other required academic activity as defined below shall be paid at the rates in the table below for each hour of such activity delivered as required and demonstrated to have been performed.

Table 16: Other Required Academic Activity

Other Required Academic Activity	01/05/2014	01/05/2015	01/05/2016	01/05/2017
	3% increase	3% increase	3% increase	3.5% increase
Other Required Academic Activity (this includes rates for Faculty of Architecture: technical instructor, and Mathematics and Statistics Department: practice classes)	43.10	44.39	45.72	47.32
Other Required Academic Activity if they hold a relevant doctoral qualification or are required to perform full subject coordination duties	51.54	53.09	54.68	56.59
School of Dental Science: demonstrator (clinical)	86.19	88.78	91.44	94.64
Faculty of Medicine:				
(a) Demonstrator (medically qualified)	86.19	88.78	91.44	94.64
(b) Demonstrator (non-medically qualified)	43.10	44.39	45.72	47.32
Demonstrator (other departments)	43.10	44.39	45.72	47.32
Law School: moots, per moot	Not subject to Enterprise Agreement increases			

"Other required academic activity" will include work that a person, acting as or on behalf of the University requires the staff member to perform and that is performed in accordance with any such requirement, being work of the following nature:

- the conduct of practical classes, demonstrations, workshops, student field excursions
- the conduct of clinical sessions other than clinical nurse education
- the conduct of performance and visual art studio sessions
- musical coaching, reperteurship, and musical accompanying other than with special educational service
- development of teaching and subject materials such as the preparation of subject guides and reading lists and basic activities associated with subject coordination
- consultation with students
- supervision
- attendance at lectures as directed
- attendance at departmental and or faculty meetings as required
- Faculty of Architecture: technical instructor

- Mathematics and Statistics Department: practice classes.

The above list is not intended to be exhaustive, but is provided by way of examples and guidance.

Examiners' Honoraria Effective 18 January 2014

Table 17: Examiners' Honoraria

External examiners' honoraria per thesis	\$ Rate
Theses for B.A. (Hons) and M.A. (Prelim) Degrees	55
Minor thesis for Masters Degree	75
Shorter Thesis Component for Masters Degree	138
Thesis for Masters Degree	260
Thesis for PhD degree	462
Thesis for Higher Doctorate	462

Casual Research Assistants

Table 18: Casual Research Assistants

Rate per hour	01/05/2014	01/05/2015	01/05/2016	01/05/2017
	3% increase	3% increase	3% increase	3.5% increase
Research Assistant Grade 1	37.22	38.34	39.49	40.87
Research Assistant Grade 2	40.78	42.00	43.26	44.77

REVIEW

This schedule is to be reviewed by 28 February 2017.

VERSION HISTORY

Version	Approved By	Approval Date	Effective Date	Sections Modified
1	Senior Vice-Principal	21 August 2012	21 August 2012	New version arising from the Policy Simplification Project. Loaded into MPL as Version 1.
2	Senior Vice-Principal	28 March 2013	28 March 2013	Expansion of ATAS acronym in Table 13.
3	Executive Director, Human Resources	7 May 2013	7 May 2013	Updates to salary rates and payments throughout document following a 2.5% administrative increase effective 27 April 2013.
4	Vice-Principal Administration and Finance on behalf of Senior Vice-Principal	30 May 2014	30 May 2014	Updated to include salary increases to 1 May 2017 in accordance with Enterprise Agreement 2013.
5	Vice-Chancellor	10 June 2015	6 June 2015	Updated to increase examiners rates effective 6 June 2015.