

Pay Guide - Higher Education Industry - Academic Staff - Award

[MA000006]

Published 27 February 2026

When do the rates in the pay guide apply from? The first full pay period starting on or after 27 February 2026.

What is in this pay guide? It's a summary of the award rates. Go to the [award](#) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our [Pay and Conditions Tool](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Adult

Other than medically or dentally qualified teaching and research academics - Full-time & part-time

Classification	Annual salary	Hourly pay rate
Level A1	\$65,863.00	\$33.23
Level A2	\$68,503.00	\$34.56
Level A3	\$71,140.00	\$35.89
Level A4	\$73,616.00	\$37.14
Level A5	\$75,594.00	\$38.13
Level A6	\$77,739.00	\$39.22
Level A7	\$79,883.00	\$40.30
Level A8	\$82,029.00	\$41.38
Level B1	\$85,329.00	\$43.04
Level B2	\$87,803.00	\$44.29
Level B3	\$90,279.00	\$45.54
Level B4	\$92,758.00	\$46.79
Level B5	\$95,230.00	\$48.04
Level B6	\$97,708.00	\$49.29
Level C1	\$100,181.00	\$50.54
Level C2	\$102,658.00	\$51.79
Level C3	\$105,130.00	\$53.03
Level C4	\$107,608.00	\$54.28
Level C5	\$110,081.00	\$55.53
Level C6	\$112,557.00	\$56.78
Level D1	\$116,683.00	\$58.86
Level D2	\$119,985.00	\$60.53
Level D3	\$123,286.00	\$62.19
Level D4	\$126,585.00	\$63.86
Level E	\$144,739.00	\$73.01

Medically qualified teaching and research academics - full clinical department in a medical school and responsible for patient care - Full-time & part-time

The rates of pay in the table below include Clinical loading in a medical school or dental school.

Classification	Annual salary	Hourly pay rate
Level B1	\$114,243.00	\$57.63
Level B2	\$116,717.00	\$58.88
Level B3	\$119,193.00	\$60.13
Level B4	\$121,672.00	\$61.38
Level B5	\$124,144.00	\$62.63
Level B6	\$126,622.00	\$63.88
Level C1	\$129,095.00	\$65.12
Level C2	\$131,572.00	\$66.37
Level C3	\$134,044.00	\$67.62
Level C4	\$136,522.00	\$68.87
Level C5	\$138,995.00	\$70.12
Level C6	\$141,471.00	\$71.37
Level D1	\$145,597.00	\$73.45
Level D2	\$148,899.00	\$75.11
Level D3	\$152,200.00	\$76.78
Level D4	\$155,499.00	\$78.44
Level E	\$173,653.00	\$87.60

Medically qualified teaching and research academics -para-clinical department in a medical school - Full-time & part-time

The rates of pay in the table below include Clinical loading in a medical school or dental school.

Classification	Annual salary	Hourly pay rate
Level B1	\$104,627.00	\$52.78
Level B2	\$107,101.00	\$54.03
Level B3	\$109,577.00	\$55.28
Level B4	\$112,056.00	\$56.53
Level B5	\$114,528.00	\$57.77
Level B6	\$117,006.00	\$59.02
Level C1	\$119,479.00	\$60.27
Level C2	\$121,956.00	\$61.52
Level C3	\$124,428.00	\$62.77
Level C4	\$126,906.00	\$64.02
Level C5	\$129,379.00	\$65.27
Level C6	\$131,855.00	\$66.52
Level D1	\$135,981.00	\$68.60
Level D2	\$139,283.00	\$70.26
Level D3	\$142,584.00	\$71.93
Level D4	\$145,883.00	\$73.59
Level E	\$164,037.00	\$82.75

Medically qualified teaching and research academics - pre-clinical department in a medical school - Full-time & part-time

The rates of pay in the table below include Clinical loading in a medical school or dental school.

Classification	Annual salary	Hourly pay rate
Level B1	\$99,819.00	\$50.35
Level B2	\$102,293.00	\$51.60
Level B3	\$104,769.00	\$52.85
Level B4	\$107,248.00	\$54.10
Level B5	\$109,720.00	\$55.35
Level B6	\$112,198.00	\$56.60
Level C1	\$114,671.00	\$57.85
Level C2	\$117,148.00	\$59.10
Level C3	\$119,620.00	\$60.34
Level C4	\$122,098.00	\$61.59
Level C5	\$124,571.00	\$62.84
Level C6	\$127,047.00	\$64.09
Level D1	\$131,173.00	\$66.17
Level D2	\$134,475.00	\$67.84
Level D3	\$137,776.00	\$69.50
Level D4	\$141,075.00	\$71.17
Level E	\$159,229.00	\$80.32

Dentally qualified teaching and research academics - medical school or dental school in the teaching of medical or dental students - Full-time & part-time

The rates of pay in the table below include Clinical loading in a medical school or dental school.

Classification	Annual salary	Hourly pay rate
Level B1	\$99,819.00	\$50.35
Level B2	\$102,293.00	\$51.60
Level B3	\$104,769.00	\$52.85
Level B4	\$107,248.00	\$54.10
Level B5	\$109,720.00	\$55.35
Level B6	\$112,198.00	\$56.60
Level C1	\$114,671.00	\$57.85
Level C2	\$117,148.00	\$59.10
Level C3	\$119,620.00	\$60.34
Level C4	\$122,098.00	\$61.59
Level C5	\$124,571.00	\$62.84
Level C6	\$127,047.00	\$64.09
Level D1	\$131,173.00	\$66.17
Level D2	\$134,475.00	\$67.84
Level D3	\$137,776.00	\$69.50
Level D4	\$141,075.00	\$71.17
Level E	\$159,229.00	\$80.32

Casual

Classification	Casual pay rate
Lecturing	
Basic lecture (1 hour of delivery and 2 hours of associated working time)	\$166.10
Developed lecture (1 hour of delivery and 3 hours associated working time)	\$221.51
Specialised lecture (1 hour of delivery and 4 hours associated working time)	\$276.86
Repeat lecture (1 hour of delivery and 1 hour associated working time)	\$110.71
Tutoring	
Tutorial (1 hour of delivery and 2 hours associated working time)	\$129.60
Repeat tutorial (1 hour of delivery and 1 hour associated working time)	\$86.38
Tutorial (1 hour of delivery and 2 hours associated working time) (where academic holds Doctorate)	\$147.10
Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds Doctorate)	\$98.01
Musical accompanying	
Musical accompanying (1 hour of delivery and 1 hour preparation time)	\$86.38
Musical accompanying (1 hour of delivery and 1 hour preparation time) (where academic holds Doctorate)	\$98.01
Undergraduate clinical nurse education	
Little preparation required (1 hour of delivery and 0.5 hours associated working time)	\$64.80
Normal preparation time is required (1 hour of delivery and 1 hour associated working time)	\$86.38
Little preparation required (1 hour of delivery and 0.5 hours associated working time) (where academic holds Doctorate)	\$73.54
Normal preparation time is required (1 hour of delivery and 1 hour associated working time) (where academic holds Doctorate)	\$98.01
Marking rate	
Standard marking	\$43.17
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status	\$55.36
Standard marking (where academic holds Doctorate)	\$49.03
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)	\$55.36
Other required academic activity	
If academic does not hold doctoral qualification or perform full subject coordination duties	\$43.17
If academic holds doctoral qualification or perform full subject coordination duties	\$49.03

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 (included in the rate tables above)	\$28,914.00 per annum
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 (included in the rate tables above)	\$19,298.00 per annum
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 (included in the rate tables above)	\$14,490.00 per annum
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 (included in the rate tables above)	\$14,490.00 per annum