



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 the first full pay period on or after 01 July 2023.

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.

### 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

### Full-time & part-time

Classification	Hourly pay rate
Level A1	\$30.94
Level A2	\$32.18
Level A3	\$33.42
Level A4	\$34.58
Level A5	\$35.51
Level A6	\$36.52
Level A7	\$37.53
Level A8	\$38.54
Level B1	\$40.09
Level B2	\$41.25
Level B3	\$42.41
Level B4	\$43.58
Level B5	\$44.74
Level B6	\$45.90
Level C1	\$47.06
Level C2	\$48.23
Level C3	\$49.39
Level C4	\$50.55
Level C5	\$51.71
Level C6	\$52.88
Level D1	\$54.82
Level D2	\$56.37
Level D3	\$57.92
Level D4	\$59.47
Level E	\$68.00

## Casual

<b>Stream</b>	<b>Casual pay rate</b>
<b>Lecturing</b>	
Basic lecture (1 hour of delivery and 2 hours of associated working time)	\$154.68
Developed lecture (1 hour of delivery and 3 hours associated working time)	\$206.28
Specialised lecture (1 hour of delivery and 4 hours associated working time)	\$257.83
Repeat lecture (1 hour of delivery and 1 hour associated working time)	\$103.10
<b>Tutoring</b>	
Tutorial (1 hour of delivery and 2 hours associated working time)	\$120.69
Repeat tutorial (1 hour of delivery and 1 hour associated working time)	\$80.44
Tutorial (1 hour of delivery and 2 hours associated working time) (where academic holds Doctorate)	\$136.99
Repeat tutorial (1 hour of delivery and 1 hour associated working time) (where academic holds Doctorate)	\$91.28
<b>Musical accompanying</b>	
Musical accompanying (1 hour of delivery and 1 hour preparation time)	\$80.44
Musical accompanying (1 hour of delivery and 1 hour preparation time) (where academic holds Doctorate)	\$91.28
<b>Undergraduate clinical nurse education</b>	
Little preparation required (1 hour of delivery and 0.5 hours associated working time)	\$60.35
Normal preparation time is required (1 hour of delivery and 1 hour associated working time)	\$80.44
Little preparation required (1 hour of delivery and 0.5 hours associated working time) (where academic holds Doctorate)	\$68.48
Normal preparation time is required (1 hour of delivery and 1 hour associated working time) (where academic holds Doctorate)	\$91.28
<b>Marking rate</b>	
Standard marking	\$40.20
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status	\$51.56
Standard marking (where academic holds Doctorate)	\$45.66
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)	\$51.56
<b>Other required academic activity</b>	
If academic does not hold doctoral qualification or perform full subject coordination duties	\$40.20
If academic holds doctoral qualification or perform full subject coordination duties	\$45.66

## 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	\$13.58 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	\$9.07 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	\$6.81 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	\$6.81 per hour