

# University of Canberra Academic Staff Salaries

ACADEMIC STAFF SALARIES	STEP	As at 8 January 2009	As at first full payrun 2010	As at first full payrun 2011 <small>minimum salary increase if no performance funding secured</small>	As at first full payrun 2011 <small>maximum salary increase if performance funding secured</small>	As at first full payrun 2012 <small>minimum salary inc if no performance funding secured in 2011 &amp; 2012</small>	As at first full payrun 2012 <small>maximum salary increase if performance funding secured in 2011 &amp; 2012 &amp; individual performance rating is Satisfactory</small>	
<b>Academic Level A</b> (Associate Lecturer)	<b>1/8</b>	49346	52307	54399	55445	56575	58772	
	<b>2/8</b>	52120	55247	57457	58562	59755	62076	
	<b>3/8</b>	54890	58183	60511	61674	62931	65374	
	<b>4/8</b>	57670	61130	63575	64798	66118	68686	
	<b>5/8</b>	59927	63523	66064	67334	68707	71374	
	<b>6/8</b>	62179	65910	68546	69864	71288	74056	
	<b>7/8</b>	64437	68303	71035	72401	73876	76745	
	<b>8/8</b>	66694	70696	73523	74937	76464	79433	
<b>Academic Level B</b> (Lecturer)	<b>1/6</b>	70162	74372	77347	78834	80441	83564	
	<b>2/6</b>	72766	77132	80217	81760	83426	86666	
	Minimum commencing	<b>3/6</b>	75362	79884	83079	84677	86402	89758
	salary step 2/6 for PhD	<b>4/6</b>	77967	82645	85951	87604	89389	92860
		<b>5/6</b>	80531	85363	88777	90485	92328	95914
		<b>6/6</b>	83099	88085	91608	93370	95272	98972
<b>Academic Level C</b> (Senior Lecturer)	<b>1/6</b>	85664	90804	94436	96252	98213	102027	
	<b>2/6</b>	88234	93528	97269	99140	101160	105088	
		<b>3/6</b>	90802	96250	100100	102025	104104	108147
		<b>4/6</b>	93370	98972	102931	104911	107048	111206
		<b>5/6</b>	95935	101691	105759	107793	109989	114261
	<b>6/6</b>	98508	104418	108595	110684	112939	117325	
<b>Academic Level D</b> (Associate Professor)	<b>1/4</b>	102783	108950	113308	115487	117840	122416	
	<b>2/4</b>	106205	112577	117080	119332	121763	126492	
	<b>3/4</b>	109631	116209	120857	123181	125691	130572	
	<b>4/4</b>	113051	119834	124627	127024	129612	134645	
<b>Academic Level E</b> (Professor)	<b>1/1</b>	131883	139796	145388	148184	151204	157075	

*The steps for Assistant Professors and academic staff on the Teaching/Research track appear as shaded in the above table.*

<b>CASUAL RATES – ACADEMIC STAFF</b>	<b>As at 8 January 2009</b>	<b>As at first full payrun 2010</b>	<b>As at first full payrun 2011</b> <small>minimum salary increase if no performance funding secured</small>	<b>As at first full payrun 2011</b> <small>maximum salary increase if performance funding secured</small>	<b>As at first full payrun 2012</b> <small>minimum salary inc if no performance funding secured in 2011 &amp; 2012</small>	<b>As at first full payrun 2012</b> <small>maximum salary increase if performance funding secured in 2011 &amp; 2012</small>
Base Rate Code	<b>\$/hr</b> <b>2.1%</b>	<b>\$/hr</b> <b>6%</b>	<b>\$/hr</b> <b>4%</b>	<b>\$/hr</b> <b>6%</b>	<b>\$/hr</b> <b>4%</b>	<b>\$/hr</b> <b>6%</b>
<b>AA</b>	45.74	49.28	51.25	52.23	53.30	55.36
<b>BB</b>	39.08	42.10	43.79	44.64	45.54	47.31
<b>CC</b>	32.76	35.29	36.70	37.41	38.18	39.65

<b>CASUAL ACTIVITY</b>	<b>As at 8 January 2009</b>	<b>As at first full payrun 2010</b>	<b>As at first full payrun 2011</b> <small>minimum salary increase if no performance funding secured</small>	<b>As at first full payrun 2011</b> <small>maximum salary increase if performance funding secured</small>	<b>As at first full payrun 2012</b> <small>minimum salary inc if no performance funding secured in 2011 &amp; 2012</small>	<b>As at first full payrun 2012</b> <small>maximum salary increase if performance funding secured in 2011 &amp; 2012</small>
	<b>\$/hr</b> <b>2.1%</b>	<b>\$/hr</b> <b>6%</b>	<b>\$/hr</b> <b>4%</b>	<b>\$/hr</b> <b>6%</b>	<b>\$/hr</b> <b>4%</b>	<b>\$/hr</b> <b>6%</b>
<b>Rate A (L2)</b>	137.23	147.84	153.75	156.69	159.90	166.08
<b>Rate B (L1)</b>	182.97	197.12	205.00	208.92	213.20	221.44
<b>Rate C (L Special)</b>	228.71	246.40	256.25	261.15	266.50	276.80
<b>Rate D (L3)</b>	91.49	98.56	102.50	104.46	106.60	110.72
<b>Rate E (T2)</b>	98.30	105.87	110.10	112.23	114.54	118.95
<b>Rate F (R2)</b>	65.53	70.58	73.40	74.82	76.36	79.30
<b>Rate G (T1)</b>	117.26	126.30	131.37	133.92	136.62	141.93
<b>Rate H (R1)</b>	78.17	84.20	87.58	89.28	91.08	94.62
<b>Rate I (C1)</b>	65.53	70.58	73.40	74.82	76.36	79.30
<b>Rate J (C2)</b>	49.16	52.94	55.05	56.12	57.27	59.48
<b>Rate K (C3)</b>	78.17	84.20	87.58	89.28	91.08	94.62
<b>Rate L (C4)</b>	58.63	63.15	65.69	66.96	68.31	70.97
<b>Rate M (M1)</b>	45.75	49.28	51.25	52.23	53.30	55.36
<b>Rate N (M3)</b>	32.77	35.29	36.70	37.41	38.18	39.65
<b>Rate O (M2)</b>	39.09	42.10	43.79	44.64	45.54	47.31
<b>Rate P (D2, S2, AO)</b>	32.77	35.29	36.70	37.41	38.18	39.65
<b>Rate Q (D1, S1, AH)</b>	39.09	42.10	43.79	44.64	45.54	47.31
<b>Rate QG</b>	39.00					
<b>Rate QI</b>	34.00					
<b>Rate UG</b>	30.00					
<b>Rate UI</b>	27.00					