

Understanding Your Remediation Payment – Casual Academic Staff

The University is committed to transparency and to ensuring that all current and former staff have received their full entitlements in accordance with the University of Canberra Enterprise Agreement (EA). We also want to help you understand the issues that were identified by the University, and how they have been addressed.

This document explains, the types of underpayments identified, how they were corrected and remediated, and how interest and superannuation have been applied.

1. What Was Identified

A review identified that some casual academic staff were underpaid eligible salary entitlements in accordance with the relevant University of Canberra EA. These entitlements are outlined below:

Entitlement	Source	Time Period	Application
When a casual academic staff member delivers a tutorial	2015 Agreement - cl 42.7 2019 Agreement - cl 42.7 2023 Agreement - cl 44.7	2015 Agreement - until 3 July 2019 2019 Agreement - from 3 July 2019 2023 Agreement - from 15 May 2023	- A casual academic staff member delivering a tutorial is entitled to Rate G for an initial tutorial or Rate H for a repeat tutorial where they hold a PhD. - Rate G and Rate H are higher than the pay rates for an initial and repeat tutorial delivered by a non-PhD qualified casual academic.
When a casual academic staff member completes marking	2015 Agreement - cl 42.8 2019 Agreement - cl 42.8 2023 Agreement - cl 44.8	As above	- A casual academic staff member performing casual marking is entitled to payment at Rate O where they hold a PhD. - Rate O is higher than Rate N, the standard marking rate.
When a casual	2023	2023	Staff who hold a PhD are

Entitlement	Source	Time Period	Application
academic staff member performs other required academic activities	Agreement - cl 44.8	Agreement- from 15 May 2023	entitled to payment at Rate Q when performing 'other required academic activities'. Rate Q is higher than Rate P, which is the applicable rate for staff without a PhD.

2. Types of Underpayments Identified

PhD Rates

PhD-qualified rates were not always applied correctly under the relevant EA. In some circumstances, casual academic staff holding a PhD qualification were paid the standard academic rate instead of the higher PhD-qualified rate. As a result, some staff may not have received their full entitlement.

Unit Convenor Rates

Unit Convenor entitlements were not always applied correctly under the relevant EA. In some circumstances, casual academic staff who performed Unit Convenor responsibilities were not paid the applicable Unit Convenor entitlement. As a result, some staff may not have received their full entitlement.

Teaching Rates

Initial teaching rates were not always applied correctly under the relevant EA. In some circumstances, casual academic staff were paid a repeat lecture or repeat tutorial rate instead of the initial teaching rate. As a result, some staff may not have received their full entitlement.

Multiple Issues May Apply

A staff member may have been affected by one, two, or all three of the issues identified through the review.

Where an underpayment was identified, the University recalculated the relevant entitlement in accordance with the applicable EA provisions. Any resulting underpayment is being remediated together with any associated superannuation and interest.

Resolving the issues

The University has since addressed the issues identified by strengthening governance, payroll controls, guidance materials and training programs to support the consistent application of casual academic rates and entitlements. These improvements are intended to ensure casual academic staff receive their correct entitlements for work performed.

3. Remediation Action Undertaken

All casual academic payments from **1 July 2019** onwards have been reviewed.

Where an underpayment was identified, corrections were made to reflect the casual academic staff member's correct entitlement. This included:

- payment of the difference between the rate originally paid and the correct EA entitlement for staff holding a PhD qualification;
- payment of applicable Unit Convenor entitlements where Unit Convenor responsibilities had been performed;
- payment of the difference between repeat teaching rates and the applicable initial teaching rates where required; and
- consolidation of adjustments where more than one issue applied to the same staff member.

In addition, where applicable, superannuation and interest have been applied to those payments. Further information is provided below.

4. Superannuation

Superannuation has been applied to all eligible remediation amounts relating to additional casual hours.

Superannuation was calculated using the current Superannuation Guarantee Contribution (SGC) rate of 12 per cent, consistent with the *Superannuation Guarantee (Administration) Act 1992* (Cth), being the rate applicable to casual staff

5. Interest Calculation

Interest has been calculated and paid on all remediation amounts, including:

- gross backpay; and
- applicable superannuation contributions.

Interest was calculated using a simple interest basis, being:

- the highest Reserve Bank of Australia (RBA) cash rate for the financial year in which the underpayment occurred; plus
- an additional 4%.

Interest is calculated from the date the work was performed through to the date of the remediation payment.

Example

- Date of casual shift: 5 August 2024

- Date of remediation payment: 5 August 2026
- Applicable interest rate: 4.1% + 4% = 8.1%
- Amount to be remediated: \$500

Interest calculation:

- $500 \times 8.1\% \times 2 = 81$

Result:

- **Interest payable: \$81**

This example assumes a two-year period between the underpayment and the remediation payment. Actual interest calculations will vary depending on when the work was performed and when the remediation payment is made.

6. Interpreting your corrected Payslip

Following disbursement of corrected payments, the University has provided a copy of the relevant payslip to the impacted individual.

The payslips detail the breakdown of the underpayment by:

- Base underpayment (number of hours)
- Base underpayment interest
- Superannuation
- Superannuation interest
- Tax withheld
- Net remediation payment

If you require a more detailed breakdown of your remediation payment, please email checkpay@canberra.edu.au for assistance.

Your payslip:

Paycode

SESBR Rate B-LecRemed	Addition of correct Lecture Rate
SESDR Rate D-LecRemed	Reversal incorrect Lecture Rate
SESER Rate E-TutRemed	Addition of correct Tutorial Rate
SESFR Rate F-TutRemed	Reversal of incorrect Tutorial Rate
SESGR Rate G-TutRemed	Addition of correct Tutorial Rate
SESHR Rate H-TutRemed	Reversal of incorrect Tutorial Rate

SESNR RateN-StdRem	Reversal of incorrect Marking Rate
SESOR RateO-StdRem	Addition of correct Marking Rate
SESPR RateP-OthrRemed	Removal of incorrect Other Activity Rate
SESQR RateQ-OthrRemed	Addition of correct Other Activity Rate
INTR Remed Interest	Interest paid on the Gross remediation payment

*The pay system groups together retrospective payments, based on the pay period in which they were worked. The date attached to each remediation line, reflects the end of the pay period in which the work was originally paid – not the date that the work was completed.

Amount

Refer the amount column for gross payment processed/ owed against each pay code)

Tax

Tax applied and paid on your remediation payment

Subsidy

Subsidy refers to the amount of employer superannuation paid as part of your remediation (where entitled). Note these amounts include interest paid on superannuation.

Fund

The superannuation fund that your superannuation entitlements were paid to.

Note where there is no superannuation name in the Fund column – your superannuation has been forwarded to UniSuper.

Net pay

Net pay Units	The net remediation hours process
Net pay amount account.	The net remediation pay forwarded to your bank
Net Pay Subsidy super fund	The total superannuation forwarded to your nominated super fund

Other

All back payments that accrued more than 12 months ago, are designated and reported as Lump sum E in reporting to the ATO. You will declare this back payment in the current financial year

Job	Duty Type	Award	Class	Clevel	Location				
01	SUB	UCSES	SESS	UCVCASATITS	ACT - Australian Capital T				
02	SUB	UCSES	SESS	UCFOSITSSYS	ACT - Australian Capital T				
YTD Totals							This Pay		
Gross									
Pre-tax Deduction/Super									
Taxable Gross									
Tax									
Super									
Deductions									
Net									
Employer Super									
Current Period		Date From		Date To		Duty	Job	Type	Units
Gross Payments									
INTR Remed Interest		15-SEP-2021		15-SEP-2021		SUB	01	Adj	1.00
SESNR RateN-StdRem		15-SEP-2021		15-SEP-2021		SUB	01	Adj	-7.00
SESOR RateO-StdRem		15-SEP-2021		15-SEP-2021		SUB	01	Adj	7.00
INTR Remed Interest		29-SEP-2021		29-SEP-2021		SUB	01	Adj	1.00
SESNR RateN-StdRem		29-SEP-2021		29-SEP-2021		SUB	01	Adj	-7.00
SESOR RateO-StdRem		29-SEP-2021		29-SEP-2021		SUB	01	Adj	7.00
INTR Remed Interest		13-OCT-2021		13-OCT-2021		SUB	01	Adj	1.00
SESNR RateN-StdRem		13-OCT-2021		13-OCT-2021		SUB	01	Adj	-7.00
SESOR RateO-StdRem		13-OCT-2021		13-OCT-2021		SUB	01	Adj	7.00
INTR Remed Interest		02-MAR-2022		02-MAR-2022		SUB	02	Adj	1.00
SESGR Rate G-TutRemed		02-MAR-2022		02-MAR-2022		SUB	02	Adj	2.00
SESHR Rate H-TutRemed		02-MAR-2022		02-MAR-2022		SUB	02	Adj	-2.00
YTD Gross		15-SEP-2021		15-SEP-2022		SUB	01	Adj	2.00