

**ACADEMIC STAFF AGREEMENT 2006 – 2008**  
**CASUAL RATES OF PAY**

*Note: ^ denotes Higher rates to be paid to Casual staff performing full subject co-ordination duties and/or holding a relevant PhD.*

**1 Lecturing**

	Nov-05	Mar-06	Jun-06	Sep-06	Mar-07	Sep-07	Mar-08	Sep-08
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
<b>Distinguished Visiting scholar</b>	\$216.40	\$220.73	\$225.14	\$229.64	\$234.23	\$238.91	\$243.69	\$248.56
<b>Significant responsibility</b>	\$173.12	\$176.58	\$180.11	\$183.71	\$187.38	\$191.13	\$194.95	\$198.85
<b>Developed lecture</b>	\$173.12	\$176.58	\$180.11	\$183.71	\$187.38	\$191.13	\$194.95	\$198.85
<b>Standard lecture</b>	\$129.84	\$132.44	\$135.09	\$137.79	\$140.55	\$143.36	\$146.23	\$149.15
<b>Repeat lecture</b>	\$86.56	\$88.29	\$90.06	\$91.86	\$93.70	\$95.57	\$97.48	\$99.43

**Distinguished Visiting Scholar Rate:** Paid to a distinguished visiting scholar for a single lecture or for each lecture in a small group of lectures and for specialised lectures. This rate includes one hour of delivery and up to four hours' associated working time.

**Significant Responsibility Rate:** Paid where the lecturer assumes significant responsibility for planning and developing a course unit (or subject) or a large part of a unit as well as lecturing, or where a lecture or small group of lectures calls for special expertise. This rate includes one hour of delivery and up to three hours' associated working time.

**Developed Lecture Rate:** Paid where staff member has responsibility for coordination of a course unit. This rate for one hour of delivery and up to three hours' associated working time.

**Standard lecture Rate:** Paid as the standard rate for lectures, and includes 1 hour of delivery and up to 2 hours associated working time.

**Repeat lecture:** Paid for a lecture covering the same subject matter as a lecture given within seven days to another group of students, and includes one hour's delivery and up to one hour's associated working time.

**2 Tutoring**

	Nov-05	Mar-06	Jun-06	Sep-06	Mar-07	Sep-07	Mar-08	Sep-08
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
<b>Tutorial rate</b>	\$92.61 \$110.75 <sup>^</sup>	\$94.46 \$112.97 <sup>^</sup>	\$96.35 \$115.23 <sup>^</sup>	\$98.28 \$117.53 <sup>^</sup>	\$100.25 \$119.88 <sup>^</sup>	\$102.26 \$122.28 <sup>^</sup>	\$104.31 \$124.73 <sup>^</sup>	\$106.40 \$127.22 <sup>^</sup>
<b>Repeat tutorial rate</b>	\$61.74 \$73.84 <sup>^</sup>	\$62.97 \$75.31 <sup>^</sup>	\$64.23 \$76.83 <sup>^</sup>	\$65.51 \$78.37 <sup>^</sup>	\$66.82 \$79.94 <sup>^</sup>	\$68.16 \$81.54 <sup>^</sup>	\$69.52 \$83.17 <sup>^</sup>	\$70.91 \$84.83 <sup>^</sup>

**Tutorial Rate:** Paid for one hour of tutorial time (or equivalent delivery through other than face to face teaching mode) and up to two hours of associated working time, including activities such as preparation, reasonably contemporaneous marking and student consultation.

**Repeat Tutorial Rate:** Paid for one hour of tutorial time (or equivalent delivery through other than face to face teaching mode) and up to one hour's associated working time, including activities such as preparation, reasonably contemporaneous marking and student consultation.

### 3 Other required academic activity (including demonstrations)

Nov-05	Mar-06	Jun-06	Sep-06	Mar-07	Sep-07	Mar-08	Sep-08
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
\$30.87	\$31.49	\$32.12	\$32.76	\$33.42	\$34.09	\$34.77	\$35.47
\$36.92 <sup>^</sup>	\$37.66 <sup>^</sup>	\$38.41 <sup>^</sup>	\$39.18 <sup>^</sup>	\$39.96 <sup>^</sup>	\$40.76 <sup>^</sup>	\$41.58 <sup>^</sup>	\$42.41 <sup>^</sup>

Hourly rate for demonstrations (including repeat demonstrations); practical classes; workshops; student field excursions; clinical sessions other than clinical nurse education; the conduct of performance and visual art studio sessions; development of teaching and subject material e.g. preparation of subject guides and reading lists and basic activities associated with subject coordination; consultation with students; supervision; attendance at departmental and/or faculty meetings as required; attendance at lectures and other teaching activities as required; preparation or marking associated with demonstrations, but performed outside the demonstration period.

### 4 Marking

	Nov-05	Mar-06	Jun-06	Sep-06	Mar-07	Sep-07	Mar-08	Sep-08
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
<b>Supervising Examiner</b>	\$43.28	\$44.15	\$45.03	\$45.93	\$46.85	\$47.79	\$48.75	\$49.73
<b>Routine (Standard) Marking</b>	\$30.87 \$36.92 <sup>^</sup>	\$31.49 \$37.66 <sup>^</sup>	\$32.12 \$38.41 <sup>^</sup>	\$32.76 \$39.18 <sup>^</sup>	\$33.42 \$39.96 <sup>^</sup>	\$34.09 \$40.76 <sup>^</sup>	\$34.77 \$41.58 <sup>^</sup>	\$35.47 \$42.41 <sup>^</sup>

**Supervising Examiner:** Rate paid per hour for marking as a supervising examiner, or marking requiring a significant exercise of academic judgement appropriate to an academic at Level B status.

**Routine (Standard) Marking:** Rate paid per hour for routine marking, including multiple choice marking.

### 5 Musical accompanying

	Nov-05	Mar-06	Jun-06	Sep-06	Mar-07	Sep-07	Mar-08	Sep-08
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
<b>Musical Accompanying (1)</b>	\$61.74 \$73.84 <sup>^</sup>	\$62.97 \$75.31 <sup>^</sup>	\$64.23 \$76.83 <sup>^</sup>	\$65.51 \$78.37 <sup>^</sup>	\$66.82 \$79.94 <sup>^</sup>	\$68.16 \$81.54 <sup>^</sup>	\$69.52 \$83.17 <sup>^</sup>	\$70.91 \$84.83 <sup>^</sup>
<b>One to One Teaching</b>	\$84.43	\$86.12	\$87.84	\$89.60	\$91.39	\$93.22	\$95.08	\$96.98
<b>Recital Exams and Auditions</b>	A \$85.96 B \$71.63	\$87.68 \$73.07	\$89.43 \$74.52	\$91.22 \$76.01	\$93.04 \$77.53	\$94.90 \$79.08	\$96.80 \$80.66	\$98.74 \$82.27
<b>Musical Accompanying (2)</b>	\$30.87 \$36.92 <sup>^</sup>	\$31.49 \$37.66 <sup>^</sup>	\$32.12 \$38.41 <sup>^</sup>	\$32.76 \$39.18 <sup>^</sup>	\$33.42 \$39.96 <sup>^</sup>	\$34.09 \$40.76 <sup>^</sup>	\$34.77 \$41.58 <sup>^</sup>	\$35.47 \$42.41 <sup>^</sup>

**Musical Accompanying (1):** Applies to musical accompanying with special educational service, ie provision of musical accompaniment to one or more students or staff in the course of teaching by another member of 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 concert accompanying, vocal coaching or musical directing. This rate includes one hour of delivery and up to one hour of preparation.

**One to One Teaching:** Rate paid per hour for one to one teaching at the Conservatorium of Music.

**Recital Examination and Auditions** Rate paid per hour of delivery. Rate A is paid for the first hour and Rate B is paid per hour thereafter. **Musical Accompanying (2)**: applies to musical accompanying, repititeurship, musical coaching other than with special educational service. This rate is paid per hour of delivery.

**6 Clinical Nurse Educator**

	Nov-05	Mar-06	Jun-06	Sep-06	Mar-07	Sep-07	Mar-08	Sep-08
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
<b>Clinical Nurse Educator "1"</b>	\$61.74 \$73.84^	\$62.97 \$75.31^	\$64.23 \$76.83^	\$65.51 \$78.37^	\$66.82 \$79.94^	\$68.16 \$81.54^	\$69.52 \$83.17^	\$70.91 \$84.83^
<b>Clinical Nurse Educator "2"</b>	\$46.30 \$55.38^	\$47.23 \$56.48^	\$48.17 \$57.62^	\$49.13 \$58.77^	\$50.11 \$59.95^	\$51.11 \$61.15^	\$52.13 \$62.37^	\$53.17 \$63.62^

**Clinical Nurse Educator "1"**: rate payable for provision of undergraduate clinical nurse education including delivery time and directly associated non-contact duties such as preparation, reasonably contemporaneous marking and student consultation. This rate includes one hour's delivery time and one hour's associated work time.

**Clinical Nurse Educator "2"**: rate payable for provision of undergraduate clinical nurse education including delivery time and directly associated non-contact duties where little preparation time is required. This rate includes one hour's delivery time and 0.5 hour's associated work time.

**7 Clinical Educator**

	Nov-05	Mar-06	Jun-06	Sep-06	Mar-07	Sep-07	Mar-08	Sep-08
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
<b>Clinical Educator "1A"</b>	\$46.01	\$46.94	\$47.87	\$48.83	\$49.81	\$50.81	\$51.83	\$52.87
<b>Clinical Educator "1B"</b>	\$42.22	\$43.06	\$43.92	\$44.80	\$45.70	\$46.61	\$47.54	\$48.49
<b>Clinical Educator "2A"</b>	\$38.35	\$39.12	\$39.90	\$40.70	\$41.51	\$42.34	\$43.19	\$44.05
<b>Clinical Educator "2B"</b>	\$35.32	\$36.03	\$36.75	\$37.49	\$38.24	\$39.00	\$39.78	\$40.58

**Clinical Educator 1A and 1B**: rate paid per hour where an average of three hours is spent on non-contact duties (including liaison with specific health agencies, examination of student patient care plans, student evaluation and counselling and individual preparation for contact periods) per session. Rate 1A applies to staff with requisite experience and Rate 1B applies to staff without experience.

**Clinical Educator 2A and 2B**: rate paid per hour where non-contact duties (as defined above) per session are less time consuming than non-contact duties applicable to Clinical Educator 1A and 1B. Rate 2A applies to staff with requisite experience and Rate 2B applies to staff without experience.