



Context and Purpose

This Procedure guides the application and management of allowances and applies to staff employed in accordance with the University of South Australia Enterprise Agreement 2023 (the Agreement).

All rates* referred to throughout this Procedure are subject to changes in the Consumer Price Index (CPI) as specified in the Agreement.

Responsibility

Immediate supervisor

The immediate supervisor is responsible for facilitating the management and payment of staff allowances in accordance with this Procedure and the Vice Chancellors Authorisations Framework.

Staff Member

All staff members are expected to manage their entitlement to allowances in accordance with this Procedure.

People, Talent and Culture

People, Talent and Culture is responsible for the development and continuous improvement of this Procedure.

Procedure

A. Meal Allowances

1. Any staff member who by direction of the supervisor commences duty two (2) hours or more before the time prescribed for commencing duty or who remains on or returns to duty and works for two (2) hours or more after the time prescribed for ceasing duty may, where such additional duty necessitates taking a meal away from the staff member's residence, be paid an allowance for the meal. The rate for meals other than an evening meal will be \$14.40*. The rate for an evening meal will be \$20.60*.
2. For those staff members working on an approved flexible work arrangement (clause 25 of the Agreement), individual flexibility arrangement (clause 26 of the Agreement) or flexible ordinary hours (clauses 37.11 to 37.15 of the Agreement), which is different to the prescribed times, the agreed commencing and ceasing times for those staff members may be substituted for the prescribed times. If there are no agreed times on a particular day when directed to commence early or remain or return to work, the prescribed times will apply.
3. Any staff member, who by direction of the supervisor is required to perform duties extending beyond a meal break on a Saturday, Sunday or public holiday on which a staff member would not normally be required to work and who is not entitled to payment for that meal break, may be paid an allowance for the cost of each meal necessarily taken away from the staff member's place of residence. The rate for meals other than an evening meal will be \$14.40*. The rate for an evening meal will be \$20.60*. A staff member will not be paid meal allowances for Saturday, Sunday or Public Holiday work that is a normal feature of the staff member's employment.

4. The meal allowances provided for will not apply where a Research Institute, Academic or Professional Unit (or equivalent) supplies a meal (without charge) to a staff member.
5. Where a Research Institute, Academic or Professional Unit supplies a meal for which a charge is made the meal allowance payable to the staff member will not exceed the amount charged by the Research Institute, Academic or Professional Unit for such meal.
6. Meal allowances will be adjusted in accordance with the annual percentage change in the Consumer Price Index for Adelaide, for the preceding twelve (12) months ending in the September quarter. Any adjustments will be rounded to the nearest 5 cents and be operative from the first pay period commencing on or after 1 November in that year.

B. Motor Vehicle Allowances

7. No staff member is required to use their private vehicle for official purposes if they do not wish to do so.
8. The payment of the allowance for the use of a private motor vehicle for purposes related to employment will only occur where approval has been given by the supervisor prior to the actual use of the private motor vehicle by the staff member. Please refer to the [Transportation Procedures](#) for further information.
9. When the University's pool vehicles or provider for passenger transport services are available, that transport is to be the first requirement.
10. When a staff member has been given approval to use their private vehicle for official purposes, the staff member will be paid an allowance per kilometre travelled in accordance with the rates published by the Australian Taxation Office.

C. First Aid Allowance

11. Where in the performance of their duties, a staff member is required to hold a current First Aid Certificate; the staff member will be given the opportunity to undertake an appropriate course to become qualified during ordinary working hours (where such course is available during ordinary working hours). The University will reimburse the staff member the cost of acquiring the qualification.
12. Where a First Aid Officer agrees to renew their First Aid qualification, that staff member will be given the opportunity to undertake the retraining during ordinary working hours (where such course is available during ordinary working hours). The University will reimburse the staff member the cost of renewing the qualification.
13. Where, in the performance of their duties, a staff member is required to hold a current First Aid Certificate or equivalent, and the qualification had already been attained prior to the requirement that such qualifications be held, the cost incurred in gaining the qualification will not be reimbursed.
14. A First Aid Officer will be paid a First Aid Allowance of \$33.30* per fortnight, provided that the officer is required to be able to perform those duties on at least six (6) days a fortnight.
15. Staff members required to be able to perform the duties of a First Aid Officer for less than six days a fortnight will be paid an allowance calculated on a pro rata basis using the rate expressed in clause 15. This payment will be paid per hour for each hour worked or part thereof.
16. The First Aid Allowance prescribed in clause 15 will be adjusted in accordance with the annual percentage change in the Consumer Price Index for Adelaide for the preceding twelve (12) months ending in the September quarter. Any adjustments will be rounded to the nearest five (5) cents and be operative from the first pay period commencing on or after 1 November in that year.

D. Aboriginal and Torres Strait Islander Language Allowance

17. In recognition of the increased effectiveness and productivity of staff proficient in Aboriginal languages, a staff member who is required by the University to use Aboriginal and Torres Strait Islander language in the course of their employment will be paid an allowance of:
 - 17.1. Level 1 - \$2,793.00* per annum
 - 17.1.1. Level 1 is an elementary level. This level of accreditation is appropriate for staff members who are capable of using minimal knowledge of language for the purpose of simple communication.
 - 17.2. Level 2 - \$4,660.10* per annum
 - 17.2.1. Level 2 represents a level of ability for the ordinary purposes of general business, conversation, reading and writing.
18. Aboriginal language will mean a recognised proficiency in any one of the Aboriginal languages.
19. The Aboriginal Language Allowance prescribed above will be adjusted in accordance with the annual percentage change in the Consumer Price Index for Adelaide for the preceding twelve (12) months ending in the September quarter. Any adjustments will be rounded to the nearest five (5) cents and be operative from the first pay period commencing on or after 1 November in that year.

E. Higher Duties Allowance

20. A higher duties allowance (HDA) is paid to a staff member for undertaking whole or part of the duties of a position at a higher classification level. HDAs are intended to meet short-term workforce planning needs and are not paid as an attraction or retention mechanism (refer to [Market Allowance Guidelines](#)) or for increased volume of work undertaken in the staff member's current position.
 - 20.1. The HDA may be superannuable depending on the rules of the staff member's superannuation fund. The staff member should seek further advice from the [University's Payroll Services team](#) if they are unsure of the applicable rules.
 - 20.2. A staff member on a visa may require prior approval from the Department of Home Affairs before undertaking whole or part of the duties of a position at a higher classification level. Further information can be obtained from the [University's Immigration Consultant](#).
 - 20.3. HDAs may be terminated prior to the specified end date:
 - 20.3.1. Where the HDA is in place pending appointment to a position and the vacancy is then filled; or
 - 20.3.2. By the University or the staff member with four (4) weeks' notice.

Academic Staff

21. The payment of a HDA for academic staff is limited to course or program coordination and acting Executive Dean, Pro Vice Chancellor, Dean of Programs, Dean of Research, or Research Institute or Centre Director (or with equivalent level of responsibility to such positions).
22. Academic staff required to act in a position identified in clause 21 above will receive a higher duty allowance after a period of two (2) weeks in the higher classified position. The allowance will be 50% of the difference between their existing salary and the minimum salary for the higher classified position. After a period of four (4) weeks in the higher classified position, the allowance will be the difference between their existing salary and the minimum salary for the higher classified position.
23. Academic staff, at Level A Step 1–5, required to undertake full course coordination duties will receive an HDA at Level A Step 6–8.

24. Academic staff required to undertake full program coordination duties will receive an HDA at Level C Step 1–6. Annual incremental adjustments will apply.

Professional, Security, and Grounds Staff

25. A staff member may be directed to temporarily perform higher duties other than some or all of the duties on which their classification is based.
26. The relevant Vice Chancellor's Authorisations holder will authorise the payment of a HDA to a staff member who, for more than five (5) consecutive working days, performs duties which form the whole or part of a more highly classified position.
27. The HDA will be the difference between the staff member's salary and the minimum salary paid in respect to the higher position. Where there is no difference, the staff member will receive a HDA equivalent to the next highest salary paid in the higher position.
28. A staff member required to undertake part of the duties of a higher classified position, will be entitled to a proportionate amount of HDA that is equivalent to the time required to undertake the higher duties.
29. Higher duties will normally be worked for a maximum period of six (6) months unless there is a definite end date already determined. Any extension of a period beyond six (6) months will be subject to review by the supervisor.

F. On-Call – Professional, Security and Grounds Staff

30. Staff who are rostered to be on-call will be paid an allowance in accordance with the following provisions:
 - 30.1. Staff rostered to be on-call outside ordinary hours, as defined in clause 37 in the Enterprise Agreement, will be paid an allowance of \$18.80* for each day.
 - 30.2. Staff rostered to be on-call during a full Saturday, Sunday or public holiday or any day that the staff member would normally be rostered off duty, will be paid an allowance of \$37.95* per day.
31. No staff member should be rostered or required to be on-call more frequently than a total of seven (7) days every fourteen (14) days. Any arrangements that would require a staff member to be on-call more frequently than this must only be introduced where the staff member agrees.
32. The frequency, duration, and other matters of being on-call is to be established through consultation with the staff members affected and if requested by the staff members or their representatives, having particular regard to occupational, health, safety and welfare considerations.
33. Staff members who are on-call:
 - 33.1. Must be contactable whilst on-call but will not be restricted to their personal residence;
 - 33.2. Will be provided with any equipment required for their work except where existing provisions or other agreed arrangements, which require staff members to provide their own equipment, are in place.
34. Staff members classified below HEO9 will be entitled to payment for all time worked, with a minimum of three (3) hours paid, at overtime rates (or time off in lieu by agreement) when recalled to work necessitating their attendance at the workplace or other worksite.
35. Staff members classified below HEO9 will be entitled to payment at overtime rates (or time off in lieu by agreement) for all time worked for work performed from home when on-call, provided that the total time spent so working on any day and/or night is at least 30 minutes.

36. The rate of pay to be used for calculating the payment for overtime worked in the circumstances described is a staff member's normal rate for overtime purposes.
37. The supervisor may determine special arrangements where the particular circumstance of any case requires a different approach.
38. Where such special arrangements are inconsistent with any of the provisions above, they will prevail over the provisions above to the extent of that inconsistency.
39. Staff members who travel to work as a result of receiving a recall to work will be:
 - 39.1. Reimbursed for the use of a private motor vehicle for the journey to and from the workplace using the shortest, most practicable route (together with any parking fees); or
 - 39.2. Permitted to use the University's provider for passenger transport services or a taxi at the employer's expense to travel to and from the workplace; or
 - 39.3. Permitted to use, when available, a University vehicle to travel to and from the workplace (with any parking fees to be reimbursed).

G. Travel Allowances

40. Travel allowances will be paid in accordance with the [University's Travel Guidelines](#).

Related Documentation:

- > [The University of South Australia Enterprise Agreement 2023](#)
- > [Market Allowance Guidelines](#)
- > [Travel Guidelines](#)
- > [Vice Chancellor's Authorisations Framework](#)

Responsible Officer: Vice Chancellor

Approving Authority: Management

Commencement Date: TBD

Review Date: TBD

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- > Updated: November 2018
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- > Updated: November 2019
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- > Updated: November 2022
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