

UniSA Staff Salary Scales from 30 June 2022 to 31 August 2025

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ACADEMIC STAFF SALARY SCALES

Academic Staff Salary Scales from 30 June 2022 to 31 August 2025

Annual Salary from the First Full Pay Period Commencing on or After					
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
Level A					
1	\$74,385	\$75,873	\$77,390	\$80,099	\$82,902
2	\$78,449	\$80,018	\$81,618	\$84,475	\$87,432
3	\$82,505	\$84,155	\$85,838	\$88,842	\$91,951
4	\$86,565	\$88,296	\$90,062	\$93,214	\$96,476
5	\$89,863	\$91,660	\$93,493	\$96,765	\$100,152
6	\$93,165	\$95,028	\$96,929	\$100,322	\$103,833
7	\$96,466	\$98,395	\$100,363	\$103,876	\$107,512
8	\$99,759	\$101,754	\$103,789	\$107,422	\$111,182
Level B					
1	\$104,838	\$106,935	\$109,074	\$112,892	\$116,843
2	\$108,649	\$110,822	\$113,038	\$116,994	\$121,089
3	\$112,449	\$114,698	\$116,992	\$121,087	\$125,325
4	\$116,258	\$118,583	\$120,955	\$125,188	\$129,570
5	\$120,066	\$122,467	\$124,916	\$129,288	\$133,813
6	\$123,873	\$126,350	\$128,877	\$133,388	\$138,057
Level C					
1	\$127,680	\$130,234	\$132,839	\$137,488	\$142,300
2	\$131,486	\$134,116	\$136,798	\$141,586	\$146,542
3	\$135,292	\$137,998	\$140,758	\$145,685	\$150,784
4	\$139,102	\$141,884	\$144,722	\$149,787	\$155,030
5	\$142,898	\$145,756	\$148,671	\$153,874	\$159,260
6	\$146,716	\$149,650	\$152,643	\$157,986	\$163,516
Level D					
1	\$153,058	\$156,119	\$159,241	\$164,814	\$170,582
2	\$158,129	\$161,292	\$164,518	\$170,276	\$176,236
3	\$163,205	\$166,469	\$169,798	\$175,741	\$181,892
4	\$168,279	\$171,645	\$175,078	\$181,206	\$187,548
Level E					
	\$196,201	\$200,125	\$204,128	\$211,272	\$218,667

RESEARCH STAFF SALARY SCALES

Research Staff Salary Scales from 30 June 2022 to 31 August 2025

Annual Salary from the First Full Pay Period Commencing on or After					
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
Research Assistant (ARA)					
1	\$74,385	\$75,873	\$77,390	\$80,099	\$82,902
2	\$78,449	\$80,018	\$81,618	\$84,475	\$87,432
3	\$82,505	\$84,155	\$85,838	\$88,842	\$91,951
4	\$86,565	\$88,296	\$90,062	\$93,214	\$96,476
5	\$89,863	\$91,660	\$93,493	\$96,765	\$100,152
6	\$93,165	\$95,028	\$96,929	\$100,322	\$103,833
7	\$96,466	\$98,395	\$100,363	\$103,876	\$107,512
8	\$99,759	\$101,754	\$103,789	\$107,422	\$111,182
Research Associate (ARAS)					
1	\$93,165	\$95,028	\$96,929	\$100,322	\$103,833
2	\$96,466	\$98,395	\$100,363	\$103,876	\$107,512
3	\$99,759	\$101,754	\$103,789	\$107,422	\$111,182
Research Fellow (BRF)					
1	\$104,838	\$106,935	\$109,074	\$112,892	\$116,843
2	\$108,649	\$110,822	\$113,038	\$116,994	\$121,089
3	\$112,449	\$114,698	\$116,992	\$121,087	\$125,325
4	\$116,258	\$118,583	\$120,955	\$125,188	\$129,570
5	\$120,066	\$122,467	\$124,916	\$129,288	\$133,813
6	\$123,873	\$126,350	\$128,877	\$133,388	\$138,057
Senior Research Fellow (CSRF)					
1	\$127,680	\$130,234	\$132,839	\$137,488	\$142,300
2	\$131,486	\$134,116	\$136,798	\$141,586	\$146,542
3	\$135,292	\$137,998	\$140,758	\$145,685	\$150,784
4	\$139,102	\$141,884	\$144,722	\$149,787	\$155,030
5	\$142,898	\$145,756	\$148,671	\$153,874	\$159,260
6	\$146,716	\$149,650	\$152,643	\$157,986	\$163,516
Associate Research Professor (DARP)					
1	\$153,058	\$156,119	\$159,241	\$164,814	\$170,582
2	\$158,129	\$161,292	\$164,518	\$170,276	\$176,236
3	\$163,205	\$166,469	\$169,798	\$175,741	\$181,892
4	\$168,279	\$171,645	\$175,078	\$181,206	\$187,548
Research Professor (ERP)					
	\$196,201	\$200,125	\$204,128	\$211,272	\$218,667

PROFESSIONAL, SECURITY AND GROUNDS STAFF SALARY SCALES

Professional Staff Salary Scales from 30 June 2022 to 31 August 2025

Annual Salary from the First Full Pay Period Commencing on or After					
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
HEO 1					
1	\$52,617	\$53,669	\$54,742	\$56,658	\$58,641
2	\$53,734	\$54,809	\$55,905	\$57,862	\$59,887
3	\$54,852	\$55,949	\$57,068	\$59,065	\$61,132
HEO 2					
1	\$56,535	\$57,666	\$58,819	\$60,878	\$63,009
2	\$57,935	\$59,094	\$60,276	\$62,386	\$64,570
3	\$59,338	\$60,525	\$61,736	\$63,897	\$66,133
4	\$60,314	\$61,520	\$62,750	\$64,946	\$67,219
HEO 3					
1	\$59,338	\$60,525	\$61,736	\$63,897	\$66,133
2	\$61,432	\$62,661	\$63,914	\$66,151	\$68,466
3	\$63,536	\$64,807	\$66,103	\$68,417	\$70,812
4	\$65,641	\$66,954	\$68,293	\$70,683	\$73,157
5	\$67,739	\$69,094	\$70,476	\$72,943	\$75,496
6	\$69,137	\$70,520	\$71,930	\$74,448	\$77,054
HEO 4					
1	\$67,739	\$69,094	\$70,476	\$72,943	\$75,496
2	\$69,137	\$70,520	\$71,930	\$74,448	\$77,054
3	\$70,536	\$71,947	\$73,386	\$75,955	\$78,613
4	\$71,938	\$73,377	\$74,845	\$77,465	\$80,176
5	\$73,341	\$74,808	\$76,304	\$78,975	\$81,739
6	\$76,139	\$77,662	\$79,215	\$81,988	\$84,858
HEO 5					
1	\$73,341	\$74,808	\$76,304	\$78,975	\$81,739
2	\$76,139	\$77,662	\$79,215	\$81,988	\$84,858
3	\$78,940	\$80,519	\$82,129	\$85,004	\$87,979
4	\$81,737	\$83,372	\$85,039	\$88,015	\$91,096
5	\$84,539	\$86,230	\$87,955	\$91,033	\$94,219
6	\$86,642	\$88,375	\$90,143	\$93,298	\$96,563
HEO 6					
1	\$84,539	\$86,230	\$87,955	\$91,033	\$94,219
2	\$86,642	\$88,375	\$90,143	\$93,298	\$96,563
3	\$88,744	\$90,519	\$92,329	\$95,561	\$98,906
4	\$90,844	\$92,661	\$94,514	\$97,822	\$101,246
5	\$92,941	\$94,800	\$96,696	\$100,080	\$103,583
HEO 7					
1	\$92,941	\$94,800	\$96,696	\$100,080	\$103,583
2	\$95,744	\$97,659	\$99,612	\$103,098	\$106,706
3	\$98,540	\$100,511	\$102,521	\$106,109	\$109,823
4	\$101,344	\$103,371	\$105,438	\$109,128	\$112,947
5	\$104,143	\$106,226	\$108,351	\$112,143	\$116,068

UniSA Staff Salary Scales from 30 June 2022 to 31 August 2025

HEO 8					
1	\$104,143	\$106,226	\$108,351	\$112,143	\$116,068
2	\$108,346	\$110,513	\$112,723	\$116,668	\$120,751
3	\$112,548	\$114,799	\$117,095	\$121,193	\$125,435
4	\$117,307	\$119,653	\$122,046	\$126,318	\$130,739
HEO 9					
1	\$123,186	\$125,650	\$128,163	\$132,649	\$137,292
2	\$125,427	\$127,936	\$130,495	\$135,062	\$139,789
3	\$127,382	\$129,930	\$132,529	\$137,168	\$141,969
HEO 10					
1	\$127,616	\$130,168	\$132,771	\$137,418	\$142,228

Grandparented from 30 June 2022 to 31 August 2025

Annual Salary from the First Full Pay Period Commencing on or After					
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
Level 4GP					
	\$78,942	\$80,521	\$82,131	\$85,006	\$87,981
Level 8GP					
	\$125,426	\$127,935	\$130,494	\$135,061	\$139,788

Security Staff Non-Grandparented from 30 June 2022 to 31 August 2025

Annual Salary from the First Full Pay Period Commencing on or After					
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
HEO 4					
1	\$67,739	\$69,094	\$70,476	\$72,943	\$75,496
2	\$69,137	\$70,520	\$71,930	\$74,448	\$77,054
3	\$70,536	\$71,947	\$73,386	\$75,955	\$78,613
4	\$71,938	\$73,377	\$74,845	\$77,465	\$80,176
5	\$73,341	\$74,808	\$76,304	\$78,975	\$81,739
6	\$76,139	\$77,662	\$79,215	\$81,988	\$84,858

Security Staff Grandparented from 30 June 2022 to 31 August 2025

Annual Salary from the First Full Pay Period Commencing on or After					
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
	\$84,782	\$86,478	\$88,208	\$91,295	\$94,490

Youth Employment from 30 June 2022 to 31 August 2025

Annual Salary from the First Full Pay Period Commencing on or After					
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
16-18 years					
	\$52,617	\$53,669	\$54,742	\$56,658	\$58,641

CASUAL ACADEMIC RATES OF PAY

Schedule of Salary Rates from 30 June 2022 to 31 August 2025

See Clause 33 of the [Agreement](#) for calculation of casual salaries

Description	Rate from the First Full Pay Period Commencing on or After				
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
Lecturing					
Normal Lecture	\$208.94	\$213.12	\$217.38	\$225.00	\$232.86
Developed Lecture	\$278.59	\$284.16	\$289.84	\$300.00	\$310.48
Specialised Lecture	\$348.23	\$355.20	\$362.30	\$375.00	\$388.10
Repeat Lecture	\$139.29	\$142.08	\$144.92	\$150.00	\$155.24

- Normal lecture rate is paid where delivery of one (1) hour of lectures requires an additional two (2) hours of work.
- Developed lecture rate is paid where the lecturer assumes significant responsibility for planning and developing a course as well as lecturing, or where special expertise is required, or where delivery of one (1) hour of lectures requires an additional three (3) hours of work.
- Specialised lecture is paid to a distinguished person for a single lecture, or where delivery of one (1) hour of lectures requires an additional four (4) hours of work.
- Repeat Lecture is paid covering the subject matter of a lecture given within a period of fourteen (14) calendar days to another group of students.

Description	Rate from the First Full Pay Period Commencing on or After				
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
Tutoring					
Tutorial with possession of relevant doctorate or requiring full course coordination	\$179.16	\$182.76	\$186.39	\$192.93	\$199.68
Repeat Tutorial	\$100.58	\$102.58	\$104.64	\$108.30	\$112.10
Repeat Tutorial with possession of relevant doctorate or requiring full course coordination	\$119.44	\$121.84	\$124.26	\$128.62	\$133.12
Other Academic Activity					
Other Academic Activity	\$50.29	\$51.29	\$52.32	\$54.15	\$56.05
Other Academic Activity with possession of relevant doctorate or requiring full course coordination	\$59.72	\$60.92	\$62.13	\$64.31	\$66.56

Under Graduate Clinical Nurse Education					
Little preparation required (1 hour delivery and O.5 hour agreed duties)	\$75.43	\$76.94	\$78.48	\$81.23	\$84.08
Little preparation required with relevant doctorate or full course coordination (1 hour plus O.5 hour agreed duties)	\$89.58	\$91.38	\$93.20	\$96.47	\$99.84
Normal Preparation required (1 hour delivery plus 1 hour agreed duties)	\$100.58	\$102.58	\$104.64	\$108.30	\$112.10
Normal Preparation with relevant doctorate or full course coordination (1 hour plus 1 hour agreed duties)	\$119.44	\$121.84	\$124.26	\$128.62	\$133.12

Description	Rate from the First Full Pay Period Commencing on or After				
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
Studio Teaching – Art, Architecture & Design					
Studio teaching (1 hour delivery and O.5 hour agreed duties)	\$75.43	\$76.94	\$78.48	\$81.23	\$84.08
Studio teaching with relevant doctorate or full course coordination (1 hour plus O.5 hour agreed duties)	\$89.58	\$91.38	\$93.20	\$96.47	\$99.84

UniSA Staff Salary Scales from 30 June 2022 to 31 August 2025

Schedule of Rates of Pay Per Item for Assessment and Time Factor Associated with Various Types of Activities

Description	Rate from the First Full Pay Period Commencing on or After				
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
Simple Assessment					
up to 1,500 words or equivalent (5 minutes per item)	\$4.19	\$4.27	\$4.36	Pay per item for simple assessment ceases on 31 December 2024. Refer to clause 3.29 of Schedule 3 for hourly rates to apply for simple assessment effective from 1 January 2025	
1,500 to 3,500 words or equivalent (10 minutes per item)	\$8.38	\$8.55	\$8.72		
3,500 to 5,000 words or equivalent (20 minutes per item)	\$16.76	\$17.10	\$17.44		
Standard Assessment					
up to 1,500 words or equivalent (5 minutes per item)	\$9.95	\$10.15	\$10.36	Pay per item for simple assessment ceases on 31 December 2024. Refer to clause 3.29 of Schedule 3 for hourly rates to apply for simple assessment effective from 1 January 2025	
1,500 to 3,500 words or equivalent (10 minutes per item)	\$19.91	\$20.31	\$20.71		
3,500 to 5,000 words or equivalent (20 minutes per item)	\$29.86	\$30.46	\$31.07		
Complex Assessment					
up to 1,500 words or equivalent (5 minutes per item)	\$23.22	\$23.68	\$24.15	Pay per item for simple assessment ceases on 31 December 2024. Refer to clause 3.29 of Schedule 3 for hourly rates to apply for simple assessment effective from 1 January 2025	
1,500 to 3,500 words or equivalent (10 minutes per item)	\$34.82	\$35.52	\$36.23		
3,500 to 5,000 words or equivalent (20 minutes per item)	\$46.43	\$47.36	\$48.31		

3.29 Hourly rate of pay for student assessment effective from 1 January 2025

Except for student assessment completed entirely within a teaching session, student assessment will be paid based on the hourly rates in the following table for all required activities for which a student will receive formal feedback and/or a grade. Casual staff are required to obtain prior approval for any assessment in excess of their contracted hours. Approved assessment work in excess of the contracted hours will be paid for at the prescribed hourly rate based on the assessment activity undertaken.

Description	Rate from the First Full Pay Period Commencing on or After				
	30 June 2022	30 September 2023	23 December 2023	31 December 2024	31 August 2025
	3% increase	2% increase	2% increase	3.5% increase	3.5% increase
Student Assessment					
Simple Assessment	Not applicable. Refer to clause 3.28 of Schedule 3 for pay per item rates applicable prior to 1 January 2025			54.15	56.05
Standard Assessment				\$64.31	\$66.56
Complex Assessment				\$75.00	\$77.62