

The Varied Australian National University

Enterprise Agreement

2005 - 2009

Salary scales and allowances

1 Title

This Agreement is a Union Collective Agreement and will be known as *The Varied Australian National University Enterprise Agreement 2005 – 2009*.

2 Arrangement

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Schedule 3 – Salaries

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S3.1 Academic staff salary schedule

Subject to the initial translation arrangements in [Schedule 9](#) (New salary structure – translation tables), from 5 March 2009, incremental progression under this salary structure will be biennial in accordance with [clause 30](#) (Incremental salary progression).

		Annual salary (\$)			
		Previous rates	from 27/11/2008	Salary structure from 5/03/2009	
Level (Step)			4.5%		
Level A	(1)	48,978	51,182		
	(2)	51,612	53,935	A2	53,935
	(3)	54,252	56,693		
	(4)	56,891	59,452	A4	59,452
	(5)	59,036	61,692		
	(6)	61,179	63,932	A6	63,932
	(7)	63,323	66,173		
	(8)	65,467	68,413	A8	68,413
Level B	(1)	68,767	71,861		

		Annual salary (\$)		
		Previous rates	from 27/11/2008	Salary structure from 5/03/2009
Level (Step)			4.5%	
	(2)	71,241	74,447	B2 74,447
	(3)	73,708	77,025	
	(4)	76,189	79,618	B4 79,618
	(5)	78,659	82,199	
	(6)	81,135	84,786	B6 84,786
Level C	(1)	83,606	87,368	
	(2)	86,082	89,955	C2 89,955
	(3)	88,554	92,539	
	(4)	91,030	95,126	C4 95,126
	(5)	93,500	97,707	
	(6)	95,977	100,296	C6 100,296
Level D	(1)	100,097	104,602	
	(2)	103,395	108,048	D2 108,048
	(3)	106,693	111,494	
	(4)	109,992	114,942	D4 114,942
	(5) *	113,201	118,295	D5 118,295
Level E1		128,135	133,901	E1 133,901
Level E2		135,887	142,002	E2 142,002

A research only Level A staff member will be paid a salary not less than A3 rate until 5 March 2009 and A4 from 5 March 2009 under new structure.

A staff member at Level A will be paid a salary not less than the A8 rate where he or she:

- is required to carry out full subject coordination duties as part of normal duties; or
- upon appointment holds, or during appointment is awarded, a relevant doctoral qualification.

* Step 5 of the Level D (D5) salary structure will be paid only to Senior Fellows appointed before 23 July 1991.

S3.2 Sessional academic staff salary rates

S3.2.1 Casual/sessional academic staff will be paid at the sessional rates specified below derived from the following formula:

- relevant full time salary divided by 52 divided by 37.5 multiplied by hours multiplied by loading of 25%.

S3.2.2 The sessional rate of pay for lecturing or tutoring set in this schedule will encompass the following activities in addition to the delivery of lectures and/or tutorials:

- preparing of lectures or tutorials
- up to 30 minutes for each hour of teaching for contemporaneous marking for the students for whom the sessional staff member is responsible.
- administration of relevant records of students for whom the sessional staff member is responsible.
- consultation with students involving face to face and email consultation prior to and following a lecture or tutorial.
- attendance at meetings specifically for the purpose of assisting the sessional staff member to prepare for their lecture or tutorial and which are intended as a substitute for preparation that the staff member would have otherwise had to undertake.

S3.2.3 For the purposes of this provision, "contemporaneous marking" means, marking that is consequential to, or originates from assignments, work or exams set within a given lecture, tutorial or demonstration but does not include marking of subject or course wide examinations, essays or other assessment tasks.

S3.2.4 Lecturing

For the purposes of this Schedule, the term 'lecture' means any education delivery described as a lecture in a course or unit outline, or in an official timetable issued by the University.

A casual/sessional employee required to deliver a lecture (or equivalent delivery through face-to-face teaching mode) of a specified duration and relatedly provide direct associated non-contact duties in the nature of preparation, reasonably contemporaneous marking and student consultation will be paid at a rate for each hour of lecture delivered, in accordance with the following table:

Lecture type	Sessional payment for each hour of lecture delivered	
	Previous from 15/11/07	From 27/11/08 (4.5%)
Basic lecture - 1 hour of delivery and 2 hours associated working time (rate based on B2).	\$134.82	\$143.17
Developed lecture - 1 hour of delivery and 3 hours associated working time (rate based on B2).	\$179.76	\$190.89
Specialised lecture - 1 hour of delivery and 4 hours associated working time (rate based on B2).	\$224.69	\$238.61
Lecture type	Sessional payment for each hour of lecture delivered	
Repeat lecture - 1 hour of delivery and 1 hour associated working time (rate based on B2).	\$89.88	\$95.44

The sessional rate in a repeat lecture applies to a second or subsequent delivery of substantially the same lecture in the same subject matter within a period of 7 days, and any marking and student consultation reasonably contemporaneous with it.

S3.2.5 For the purposes of this schedule the following definitions apply:

Basic lecture rate: Paid where the lecturer is provided with the course outline and lecture notes. The rate also includes preparation and student consultation.

Developed lecture 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 is also paid where the staff member has responsibility for coordination of a course or unit.

Specialised lecture 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 by experts in a field of study.

Repeat lecture rate: As additional major preparation is not assumed to be required, the repeat lecture rate provides for two hours of work. Minor modification and student engagement and consultation is still required.

S3.2.6 Tutoring

For the purposes of this Schedule the term 'tutorial' means any education delivery described as a tutorial in a course in an official timetable issued by the University.

A casual/sessional academic staff member required to deliver or present a tutorial (or equivalent delivery through other than face-to-face teaching mode) of a specified duration and relatedly provide directly associated non contact duties in the nature of preparation, reasonably contemporaneous marking and student consultation, will be paid at a rate for each hour of tutorial delivered or presented, according to the following table.

Type of tutorial	Sessional payment for each hour of tutorial delivered	
	Previous from 15/11/07	From 27/11/08 (4.5%)
Tutorial - 1 hour of delivery and 2 hours associated working time (rate based on A2).	\$97.67	\$103.72
Tutorial, where the staff member possesses a relevant doctoral qualification or whose duties include full subject coordination (rate based on A6).	\$115.78	\$122.95
Repeat tutorial - 1 hour of delivery and 1 hour associated working time (rate based on A6).	\$65.12	\$69.15
Repeat tutorial, where the staff member possesses a relevant doctoral qualification or whose duties include full subject coordination (rate based on A6).	\$77.19	\$81.96

The sessional rate in a repeat tutorial applies to a second or subsequent delivery of substantially the same tutorial in the same subject matter within a period of seven days and any marking and student consultation reasonably contemporaneous with it.

In considering tutorial size, each area will consider the staff – student ratio to ensure that the quality of the educational experience for students does not diminish.

S3.2.7 Musical accompanying with special educational services

For the purposes of this sub-clause, the term ‘musical accompanying with special educational service’ means the provision of musical accompaniment to one or more students or staff in the course of teaching by another member of the 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.

For musical accompanying, the part-time (non-fractional) employee will be paid for each hour of accompanying as well as for one hour of preparation time for each hour of accompanying delivered:

Type of musical accompaniment	Sessional payment for each hour of musical accompanying	
	Previous from 15/11/07	From 27/11/08 (4.5%)
Musical accompanying - 1 hour of delivery and 1 hour of preparation time (rate based on A2).	\$65.12	\$69.15
Musical accompanying, where the staff member possesses a relevant doctoral qualification or whose duties include full course coordination (rate based on A6).	\$77.19	\$81.96

S3.2.8 Pre-tertiary music tuition

For the purposes of this sub-clause, the term ‘pre-tertiary music tuition’ means the provision of musical tuition to one or more participants who are students at a primary or secondary school (that is, up to the completion of a Higher School Certificate or equivalent).

Tuition type	Sessional payment for each hour of pre-tertiary music tuition delivered	
	Previous from 15/11/07	From 27/11/08 (4.5%)
Pre-tertiary music tuition - 1 hour of delivery and 1 hour associated working time (rate based on A2).	\$65.12	\$69.15

S3.2.9 Marking

All marking other than that referred to in [S3.2.4](#) and [S3.2.6](#) above will be paid according to the following table, for all time worked.

Type of marking	Payment per hour of marking	
	Previous from 15/11/07	From 27/11/08 (4.5%)
Standard marking (rate based on A2).	\$32.56	\$34.57
Standard marking, where the staff member possesses a relevant doctoral qualification or whose duties include full course coordination (rate based on A6).	\$38.59	\$40.98
Complex marking as a supervising examiner, or marking requiring a significant exercise of academic judgement appropriate to a staff member at Level B status (rate based on B2).	\$44.94	\$47.72

For the purposes of this schedule the following definitions apply:

- standard marking is non contemporaneous marking that does not require a significant exercise of academic judgement such as where the marker is able to determine the correct answer by application of a marking template or where general commentary or feedback on a written piece of work is provided.
- complex marking is non contemporaneous marking that does require the significant exercise of academic judgement where for example detailed feedback and comments on complex assignments or examination papers and/or large body of work such as a thesis is required.

In assessing the time allowed for marking beyond the contemporaneous marking completed as part of the lecturing and tutorial rate of pay, consideration should be taken of the time taken to undertake the marking based on the complexity of the marking in the context of the academic discipline involved.

Faculties, schools or departments should, if possible, seek to identify the nature and complexity of marking that is required for major pieces of work within their area and how the marking time may be calculated. As an indicative guide marking a standard essay in social sciences and the humanities should be calculated on the basis of 20 minutes for each 1,000 words, or longer for papers that include complex formulae, graphs or similar material.

S3.2.10 Performance sessions – principal players

For the purposes of this Agreement the term 'conduct performance sessions as a principal player' means the provision of performance tuition, usually in a one-on-one situation with a performance student in circumstances where the casual/sessional academic staff member is formally designated as a 'principal player' by the Dean, School of Music.

A casual/sessional academic required to conduct performance sessions as a principal player of a specified duration and relatedly provide directly associated non contact duties in the nature of preparation, reasonably contemporaneous marking and student consultation,

will be paid at a rate for each hour of performance session delivered or presented, according to the following table.

All other performance tuition carried out by casual/sessional academic staff will be remunerated in accordance with [S3.2.6](#) 'Tutoring' or [S3.2.12](#) 'Other required academic activity'.

Type of performance session principal players	Sessional payment for each hour of tutorial delivered	
	Previous from 15/11/07	From 27/11/08 (4.5%)
Performance Session - 1 hour of delivery and 2 hours associated working time (rate based on A6).	\$115.78	\$122.95
Repeat performance Session - 1 hour of delivery and 1 hour associated working time (rate based on A6).	\$77.19	\$81.96

S3.2.11 Aboriginal Tutorial Assistance Scheme (ATAS) tutoring

For the purpose of this Agreement the term 'Aboriginal Tutorial Assistance Scheme tutoring' means the provision of tutorial assistance within the ATAS Scheme as defined by that scheme and as administered by the Jabal Centre.

Type of ATAS tutoring	Sessional payment for each hour of tutorial delivered	
	Previous from 15/11/07	From 27/11/08 (4.5%)
Group Tutorial - 1 hour of delivery and 2 hours associated working time (rate based on A2).	\$97.67	\$103.72
Individual Student Tutorial - 1 hour of delivery and 1 hour associated working time (rate based on A2).	\$65.12	\$69.15

S3.2.12 Other required academic activity

For the purposes of this Schedule 'other required academic activity' will be paid at the rates listed in the following table and include work required by the University and of the following nature:

- (a) the conduct of practical classes, demonstrations, workshops, student field excursions;
- (b) the conduct of clinical sessions;
- (c) the conduct of performance and visual art studio sessions;
- (d) musical coaching, repititeurship, and musical accompanying other than with special educational service;
- (e) development of teaching and subject materials such as preparation of subject guides and reading lists and basic activities associated with subject coordination;
- (f) consultation with students;
- (g) attendance at departmental and/or faculty meetings if required; and,
- (h) directed to attend at lectures and other teaching activities.

The above list is not intended to be exhaustive, but is provided by way of examples and guidance.

Type of other activity	Rate per hour of activity delivered	
	Previous from 15/11/07	From 27/11/08 (4.5%)
Other required activity, as defined (rate based on A2).	\$32.56	\$34.57
Other required activity, as defined, where the staff member possesses a relevant doctoral qualification or whose duties include full subject coordination (rate based on A6).	\$38.59	\$40.98

S3.3 General staff salary schedule

Subject to the initial translation arrangements in [Schedule 9](#) (New salary structure – translation tables), from 5 March 2009, incremental progression under this salary structure will be biennial for staff at ANUO6 or above in accordance with [clause 30](#) (Incremental salary progression).

		Annual salary (\$)		
Classification		Previous rates	from 27/11/2008 4.5%	Salary structure from 5/03/2009
ANU Officer 1	(1)	34,939	36,511	
	(2)	35,672	37,277	
	(3)	34,399	38,037	
ANU Officer 2	(1)	37,496	39,183	ANU Officer 2 (1) 39,183
	(2)	38,411	40,139	(2) 40,139
	(3)	39,248	41,014	(3) 41,014
ANU Officer 3	(1)	39,323	41,092	
	(2)	40,783	42,618	ANU Officer 3 (2) 42,618
	(3)	42,244	44,145	(3) 44,145
	(4)	43,704	45,671	(4) 45,671
	(5)	45,256	47,293	(5) 47,293
ANU Officer 4	(1)	45,529	47,578	ANU Officer 4 (1) 47,578
	(2)	47,085	49,203	(2) 49,203
	(3)	48,654	50,843	(3) 50,843

		Annual salary (\$)				
Classification		Previous rates	from 27/11/2008	Salary structure from 5/03/2009		
		4.5%		Classification		
	(4)			(4)	51,706	
ANU Officer 5	(1)	49,001	51,206	ANU Officer 5	(2)	
	(2)	50,549	52,824			52,824
	(3)	52,103	54,448			54,448
	(4)	53,749	56,168			56,168
	(5)	55,390	57,883			57,883
ANU Officer 6	(1)	55,759	58,268	ANU Officer 6	(2)	
	(2)	57,127	59,698			59,698
	(3)	58,499	61,131			
	(4)	59,865	62,559			62,559
ANU Officer 7	(1)	61,234	63,989	ANU Officer 7	(2)	
	(2)	62,882	65,711			65,711
	(3)	64,522	67,426			
	(4)	66,166	69,143			69,143
ANU Officer 8	(1)	68,539	71,623	ANU Officer 8	(2)	
	(2)	71,095	74,294			74,294
	(3)	73,654	76,969			
	(4)	76,210	79,639			79,639
ANU Officer 9	(1)	79,497	83,074	ANU Senior Manager 1	(1)	
	(2)	81,324	84,983			84,983
	(3)	83,149	86,891			
ANU Officer 10	(1)	85,338	89,178	(2)	89,178	
SAO 1	(1)	89,254	93,269	ANU Senior Manager 2		
	(2)	91,710	95,837			95,837

Classification		Annual salary (\$)		Classification	Salary structure from 5/03/2009
		Previous rates	from 27/11/2008		
			4.5%		
SAO 2	(1)	97,411	101,794		
	(2)	100,279	104,792	ANU Senior Manager 3	104,792
SAO 3	(1)	106,867	111,676		
	(2)	110,115	115,070	ANU Senior Manager 4	115,070
SAO 4	(1)	117,033	122,299		
	(2)	120,653	126,083	ANU Senior Manager 5	126,083

The entry point for a staff member in the maintenance stream who is an experienced tradesperson will be not less than step 3 of ANUO3.

S3.4 Supported salary rates for staff with disabilities

A person to whom [Schedule 8](#) (Application of supported wage system for staff member with a disability) applies will be paid the greater of either \$60 per week or the applicable percentage of the relevant base salary rate for the class of work which the person is performing, according to the following table:

Assessed capacity (%)	% of prescribed salary rate
10*	10
20	20
30	30
40	40
Assessed capacity (%)	% of prescribed salary rate
50	50
60	60
70	70
80	80
90	90

* Where a person's assessed capacity is 10%, he or she will receive a high degree of assistance and support.

S3.5 [Academic and general staff working in University House and hospitality staff working in Halls of Residence](#)

S3.5.1 General staff – University House and hospitality stream staff working Halls of Residence

		Annual salary (\$)			
Classification		Previous rates from 15/11/07	From 27/11/08 4.5%	Classification	Salary Structure from 5/03/09
ANU Officer 1	(1)	31,825	33,257	ANU Officer 1	(1) 33,257
	(2)	32,491	33,955		(2) 33,955
	(3)	33,154	34,646		(3) 34,646
ANU Officer 2	(1)	34,153	35,690	ANU Officer 2	(1) 35,690
	(2)	34,958	36,561		(2) 36,561
	(3)	35,749	37,357		(3) 37,357
ANU Officer 3	(1)	35,817	37,428	ANU Officer 3	(2) 38,818
	(2)	37,146	38,818		(3) 40,210
	(3)	38,478	40,210		(4) 41,599
	(4)	39,808	41,599		(5) 43,077
	(5)	41,222	43,077		
ANU Officer 4	(1)	41,470	43,337	ANU Officer 4	(1) 43,337
	(2)	42,887	44,817		(2) 44,817
	(3)	44,316	46,311		(3) 46,311
	(4)				(4) 47,142
ANU Officer 5	(1)	44,633	46,642	ANU Officer 5	(2) 48,115
	(2)	46,043	48,115		(3) 49,594
	(3)	47,459	49,594		(4) 51,160
	(4)	48,957	51,160		(5) 52,722
	(5)	50,452	52,722		
ANU Officer 6	(1)	50,788	53,073	ANU Officer 6	(2) 54,376
	(2)	52,034	54,376		
	(3)	53,284	55,682		
	(4)	54,528	56,981		(4) 56,981
ANU Officer 7	(1)	55,775	58,285	ANU Officer 7	(2) 59,852
	(2)	57,275	59,852		
	(3)	58,770	61,414		
	(4)	60,267	62,979		(4) 62,979
ANU Officer 8	(1)	62,429	65,238	ANU Officer 8	(2) 67,671
	(2)	64,757	67,671		
	(3)	67,088	70,107		
	(4)	69,416	72,539		(4) 72,539
ANU Officer 9	(1)	72,409	75,667	ANU Senior Manager 1	(1) 77,407
	(2)	74,073	77,407		
	(3)	75,737	79,145		

Annual salary (\$)					
Classification		Previous rates from 15/11/07	From 27/11/08 4.5%	Classification	Salary Structure from 5/03/09
ANU Officer 10	(1)	77,730	81,228	(2)	81,228
SAO 1	(1)	81,297	84,955	ANU Senior Manager 2	87,294
	(2)	83,535	87,294		
SAO 2	(1)	88,726	92,719	ANU Senior Manager 3	95,447
	(2)	91,337	95,447		
SAO 3	(1)	97,338	101,718	ANU Senior Manager 4	104,812
	(2)	100,298	104,812		
SAO 4	(1)	106,600	111,397	ANU Senior Manager 5	114,842
	(2)	109,897	114,842		

3.5.2 Academic staff – University House

Any staff member employed as an academic member at University House will have his or her base salary fixed as at 22 July 1999 indexed according to increases for other University House staff.

Schedule 4 – Allowances

Academic staff allowances

Clinical loadings

General staff allowances

Higher duties allowance

Long service allowance

Overtime allowance

Specific pathogen free allowance

Allowances for maintenance and grounds staff

Industry allowance

Trade allowance for plumbers

Tool allowance

Allowances for cleaners

First aid allowance

Uniform allowance

Laundry allowance

Special conditions for staff of NARO, Warramunga Seismic Array and Sliding Springs Observatory

District allowance

Leave fares allowance

Academic staff allowances

S4.1 Clinical loadings for academic staff

S4.1.1 A medically qualified full time staff member at Level B or higher who is employed in a medical sciences area will receive a loading, being:

Annual allowance (\$)	Annual allowance (\$)	
	Previous Rates	from 27/11/2008
Where the staff member has significant responsibility for patient care	\$21, 333	\$22, 293
Where the staff member does not have significant responsibility for patient care	\$10, 682	\$11, 163

S4.1.2 Clinical loadings will be superannuable.

S4.2 General staff allowances

Higher duties allowance (HDA) for general staff

S4.2.1 Where it is essential that duties of a higher level are carried out, a general staff member may be paid a HDA.

S4.2.2 HDA will be paid to a staff member performing higher duties in the following circumstances:

- (a) where the maximum salary of the position of which the staff member acts is not in excess of the salary range for ANU Officer level 7 and the staff member performs those higher duties for a period in excess of 2 consecutive working days;
- (b) where the members of staff in the Grounds, Hospitality and Maintenance streams are required to act in positions where the salary does not exceed the maximum salary point of the current ANU Officer level 7 may receive HDA where the occupant of the higher level position is absent 2 working days or more; and
- (c) where the maximum salary for the position in which the staff member acts exceeds the maximum of the salary range for ANU Officer level 7 and the staff member performs those higher duties for a period in excess of 5 consecutive working days.

S4.2.3 The HDA will be:

- (a) the difference between the salary rate for the staff member's substantive ANU Officer level and incremental step and the base salary rate of the ANU Officer level at which the higher duties are being undertaken; or
- (b) a fixed amount approved by the delegate or agent for the period of higher duties, provided that amount is not less than the amount to which the staff member would be entitled pursuant to S4.2.3(a).

S4.2.4 HDA will not be payable within a broadband.

S4.2.5 Where a staff member performs higher duties for a period of between one half of a day and one full day, the period of higher duties will be regarded as a full day for the purposes of payment of the allowance.

S4.2.6 Where a staff member performs only part of the duties of a more senior staff member HDA may be paid an appropriate percentage of the allowance specified in [S4.2.3\(a\)](#).

S4.3 Long service allowance for general staff

S4.3.1 A staff member employed by the University before 11 March 1993 in a pre-ANU Officer classification listed in the following table (or any earlier date specified therein) is entitled to a Long Service Allowance (LSA) in accordance with the scale prescribed below, provided that the staff member has at least 10 years' continuous and satisfactory service (excluding casual employment) and has been paid at the top of his or her current salary range for 5 years. Time spent on the top of the range under the pre 5 March 2009 salary structure will

count as service when calculating the entitlement to LSA if staff move to a new top of the range pursuant to [clause 23](#) (Classifications and salary structure).

- S4.3.2 For the purpose of this clause 'continuous service' will include a period of leave granted for the purpose of serving in the Defence Forces of the Commonwealth in time of war or defence emergency or during a period of compulsory training or service.
- S4.3.3 A staff member who is in receipt of a LSA and is subsequently reclassified will be transferred to a salary step in the new classification that absorbs the allowance. That staff member, if reclassified to an ANU Officer level that still attracts the LSA, will again be entitled to the LSA on satisfaction of the criteria in [S4.3.1](#).
- S4.3.4 A staff member who was paid at the top of the range of an eligible classification prior to transfer to the ANU Officer levels is eligible for payment of the LSA when he or she reaches the top of the range of the ANU Officer levels to which he or she transferred, provided that the combined number of years at the top of both ranges total five and they have the relevant number of years of continuous service.
- S4.3.5 The LSA will be deemed to be salary for all purposes except the payment of loadings, allowances and penalty rates.
- S4.3.6 The LSA will be indexed in accordance with [clause 36.2\(b\)](#) (Operating Grant Indexation rate).
- S4.3.7 The parties acknowledge that the arrangements contained in this clause may not be applicable in all cases. Where anomalies arise they will be referred to the Director - Human Resources and determined on a case by case basis.

<i>Classification prior to 11 March 1993</i>	Current ANU Officer Grade and Stream	Long Service Allowance rate for eligible staff	
		Years of Service	Allowance (\$ per annum)
<i>ANU Grade 1</i>	ANU Officer Grade 2	10	1,430
		15	2,027
		20	2,742
<i>ANU Grade 2</i>	ANU Officer Grade 3	10	1,548
		15	2,384
		20	3,098
<i>ANU Grade 3 (employed prior to 10.3.82)</i>	ANU Officer Grade 4	10	1,787
		15	2,623
		20	3,458
<i>ANU Grade 4 (employed prior to 10.3.82)</i>	ANU Officer Grade 5	10	1,907
		15	2,861
		20	3,815
<i>ANU Stores 1</i>	ANU Officer Grade 2 (Stores)	10	1,430
		15	2,027
		20	2,742
<i>ANU Stores 2</i>	ANU Officer Grade 3 (Stores)	10	1,548
		15	2,384
		20	3,098

<i>Classification prior to 11 March 1993</i>	Current ANU Officer Grade and Stream	Long Service Allowance rate for eligible staff	
		Years of Service	Allowance (\$ per annum)
<i>ANU Stores 3 (employed prior to 10.3.82)</i>	ANU Officer Grade 4 (Stores)	10	1,787
		15	2,623
		20	3,458
<i>ANU Stores 4 (employed prior to 10.3.82)</i>	ANU Officer Grade 5 (Stores)	10	1,907
		15	2,861
		20	3,815
<i>Archivist Grade 1</i>	ANU Officer Grade 5/6 (Archives)	10	2,145
		15	3,098
		20	4,174
<i>Attendant Grade 1</i>	ANU Officer Grade 1 (General Services)	15	595
		20	1,192
<i>Attendant Grade 2</i>	ANU Officer Grade 2 (General Services)	15	714
		20	1,310
<i>Cleaner</i>	ANU Officer Grade 1 (Cleaning)	10	1,310
		15	1,907
		20	2,505
<i>Engineer Class 1</i>	ANU Officer Grade 5/6 (Engineering)	15	1,073
		20	2,027
<i>Foreman - Electrician Carpenter, Fitter, Painter</i>	ANU Officer Grade 5	15	954
		20	1,907
<i>Foreman - Plumber</i>	ANU Officer Grade 5	10	1,907
		15	2,861
		20	3,815
<i>Labourer (Other)</i>	ANU Officer Grade 1 (General Services)	15	595
		20	1,192
<i>Laboratory Attendant</i>	ANU Officer Grade 1 (Technical)	15	595
		20	1,192
<i>Lab Technician Grade 1 Salary Maintenance</i>	ANU Officer Grade 2 (Technical)	10	1,430
		15	2,145
		20	2,861
<i>Lab Technician Grade 2</i>	ANU Officer Grade 3 (Technical)	10	1,669
		15	2,384
		20	3,221
<i>Sen Lab Tech Grade 2</i>	ANU Officer Grade 5 (Technical)	10	1,907
		15	2,861
		20	3,815
<i>Library Officer Class 2</i>	ANU Officer Grade 4 (Library)	10	1,669
		15	2,505
		20	3,339
<i>Assistant Programmer Salary Maintenance</i>	ANU Officer Grade 4 (IT)	10	1,907
		15	2,861
		20	3,815
<i>Programmer Grade 1</i>	ANU Officer Grade 5/6 (IT)	10	2,145
		15	3,098
		20	4,174
<i>Programmer Grade 2</i>	ANU Officer Grade 7	10	2,265

<i>Classification prior to 11 March 1993</i>	Current ANU Officer Grade and Stream	Long Service Allowance rate for eligible staff	
		Years of Service	Allowance (\$ per annum)
	(IT)	15	3,458
		20	4,530
<i>Prog Assistant Grade 1</i>	ANU Officer Grade 2 (IT)	10	1,430
		15	2,027
		20	2,742
<i>Prog Assistant Grade 2</i>	ANU Officer Grade 3 (IT)	10	1,548
		15	2,384
		20	3,098
<i>Prog Assistant Grade 3 Salary Maintenance</i>	ANU Officer Grade 4 (IT)	10	1,787
		15	2,623
		20	3,458
<i>Technical Officer Draughting Officer Illustrator</i>	ANU Officer Grade 4/5 (Tech & Draught/III)	20	954
<i>Sen Technical Officer 1 & 2 Sen Draughting Officer 1 & 2 Sen Illustrator 1 & 2</i>	ANU Officer Grade 6 (Tech & Draught/III)	10	2,145
		15	3,221
		20	4,292
<i>Sen Technical Officer 3 Sen Draughting Officer 3 Sen Illustrator 3</i>	ANU Officer Grade 7 (Tech & Draught/III)	10	2,265
		15	3,458
		20	4,530
<i>Translator Grade 1 (employed prior to 10.3.82)</i>	ANU Officer Grade 5 (Admin)	10	1,907
		15	2,861
		20	3,815
<i>Workshop Assistant</i>	ANU Officer Grade 1 (Technical)	10	1,310
		15	1,907
		20	2,505

S4.4 Overtime allowances

Entitlement	Rate/ allowance	Indexation in accordance with:
<p>Availability duty allowance</p> <p>A staff member who is placed on availability duty or continuous standby and who is at a level not greater than ANU Officer level 7 is entitled to the allowance specified below for each week (Sunday to Saturday inclusive) of availability duty. Where a staff member is placed on such duty for less than 1 week, the allowance will be calculated on the basis of one-seventh of the weekly allowance for each day of availability duty.</p>		
<p>'on-call availability' (staff member is required to be able to be contacted by telephone and to return to the University within a reasonable time to perform overtime work)</p>	not more than 1 week of any 3 week period	18% of ordinary weekly pay
	more than 1 week of any 3 week period	23% of ordinary weekly pay

Entitlement		Rate/ allowance	Indexation in accordance with:
'emergency availability' (staff member is required to be able to be contacted by telephone and return to the University immediately to perform overtime work in relation to emergency situations)	not more than 1 week of any 3 week period	45% of ordinary weekly pay	
	more than 1 week of any 3 week period	50% of ordinary weekly pay	
Continuous standby allowance A staff member who is required to be on standby to attend the University immediately to perform overtime work prior to normal commencement of duties and who is at a level not greater than ANU Officer level 7 is entitled to the specified allowance.		100% of ordinary rate of pay	
Short call allowance (to be paid in accordance with S5.12)		\$16.15 per call	36.2(b)
Cancellation allowance (to be paid in accordance with S5.13)		1 hour's pay at appropriate overtime rate	
Meal allowance (to be paid in accordance with S5.14)		\$18.20 per meal	36.2(c)
Overtime travelling allowance (to be paid for return travel between the University and a staff member's residence in accordance with S5.18)	where staff member uses his or her private vehicle	rates per business kilometre determined by the Australian Taxation Office	
	where staff member uses public transport	cost of fare	

S4.5 Specific pathogen free allowance

A staff member working in the Specific Pathogen Free Mouse Breeding Colony in the Animal Breeding Establishment of the John Curtin School of Medical Research who is required to carry out the major part of his or her work in the specific pathogen free area is entitled to:

- (a) an allowance of \$0.68 per hour in addition to his or her normal rate of pay; and
- (b) an allowance of \$1.91 on each occasion that he or she is required to submit a nasal swab.

These allowances will be indexed in accordance with [clause 36.2\(b\)](#).

4.6 Allowances for maintenance and grounds staff

Industry allowance

S4.6.1 A maintenance or grounds staff member, including an apprentice, who performs duties in the open which involve exposure to extremes of weather and/or a lack of usual amenities and/or is required to perform ad hoc duties in special conditions or environments consistent with the nature of their work, will be paid an allowance of \$21.12 per week, to be indexed in accordance with [clause 36.2\(b\)](#).

Trade allowance for plumbers

S4.6.2 A maintenance staff member who is employed as a plumber will be paid a trade allowance of \$16.00 per week, to be indexed in accordance with [clause 36.2\(b\)](#).

Tool allowance

S4.6.3 Where a maintenance staff member is required by the University to provide and maintain his or her own tools for work purposes that staff member will be paid a tool allowance of \$23.39 per week, to be indexed in accordance with [clause 36.2\(c\)](#).

S4.7 Allowances for cleaners

A staff member who is required to clean lavatories for the major portion of a day or shift will be paid an allowance of \$1.08 per day or shift, to be indexed in accordance with [clause 36.2\(b\)](#), while so engaged.

S4.8 First aid allowance

A staff member who is designated as a first aid attendant in accordance with [clause 63](#) (First aid) is entitled to an allowance as specified below.

Certification	Weekly allowance (\$)
Level 2	\$7.31
Level 3 and above	\$11.02

S4.9 Uniform allowance

- S4.9.1 For the purposes of S4.9 (Uniform allowance) and S4.10 (Laundry allowance) a "uniform" shall mean any coat, dress, cap, apron, cuffs or other special article of clothing the University requires an employee to wear in the performance of work.
- S4.9.2 A staff member who is employed in the Hospitality stream who is required by the University to wear a uniform while on duty shall be paid the actual cost of providing or replacing the uniform.
- S4.9.3 By mutual agreement between the University and the staff member, the University may instead of paying the allowance, provide and where necessary replace the uniform.

S4.10 Laundry allowance

- S4.10.1 A staff member who is employed in the Hospitality stream who is required by the University to wear a uniform while on duty shall be paid a laundry allowance of \$9.10 per week, to be indexed in accordance with [clause 36.2\(c\)](#)
- S4.10.2 By mutual agreement between the University and the staff member, the University may instead of paying the allowance, provide a laundering service.

S4.11 Special conditions for staff of NARU, Warramunga Seismic Array and Siding Spring Observatory

District allowance

- S4.11.1 Subject to [clause 15](#), a continuing, continuing (contingent funded) or fixed term staff member who is required to work at one of the facilities specified in the following table and reside in the vicinity of the facility is entitled to a district allowance in accordance with the following table:

Facility	Allowance (\$ per annum)	
	No eligible dependants	One or more eligible dependants
Siding Spring Observatory, Coonabaraban	\$625	\$1, 241
Northern Australia Research Unit, Darwin	\$1,637	\$3, 007
Warramunga Seismic Array Unit, Tennant Creek	\$3, 698	\$5, 977

S4.11.2 For the purpose of this clause, 'eligible dependant' means a dependant or partner who resides with the staff member and whose income is less than the Federal Minimum Wage, as determined by the Australian Industrial Relations Commission.

S4.11.3 The district allowance will be indexed in accordance with [clause 36.2\(b\)](#).

Leave fares assistance

S4.11.4 Subject to [clause 15](#) and [S4.11.5](#), a continuing, continuing (contingent funded) or fixed term staff member who is required to work at:

- (a) the Northern Australia Research Unit, Darwin; or
- (b) the Warramunga Seismic Array Unit, Tennant Creek; and

reside in the vicinity of the facility is eligible for leave airfares assistance.

S4.11.5 A staff member appointed after 13 October 2000 will not be entitled to the leave airfares assistance specified in [S4.11.6](#) and [S4.11.7](#) if he or she was resident in the Northern Territory prior to appointment, provided that a staff member so appointed to work at the Warramunga Seismic Array Unit will be entitled to an amount equal to a return economy class airfare from the facility to Darwin for himself or herself and each eligible dependant (as defined in [S4.11.1](#)).

S4.11.6 Upon completion of 12 months' service and subject to satisfactory evidence of travel, an eligible staff member will be paid an amount equal to a return economy class airfare from the facility to Adelaide for himself or herself and each eligible dependant (as defined in [S4.11.1](#)).

S4.11.7 Where an eligible staff member declares that he or she will visit the ANU campus for work-related purposes during his or her leave, the staff member may be paid an amount equal to a return economy class airfare from the facility to Canberra for himself or herself and each eligible dependant (as defined in [S4.11.1](#)) in lieu of the provision in [S4.11.6](#).