

### **3.3 Salaries and Payments**

#### **Salary Increases**

3.3.1 This Agreement provides for the following salary increases, which will apply to all classifications covered by this Agreement:

- 4% 1 November 2006
- 3% in the first full pay period on or after 1 November 2007
- 4% in the first full pay period on or after 1 November 2008
- 4% in the first full pay period on or after 30 June 2009

#### **Lodgement Bonus**

Staff Members employed in one of the following categories, at the date of lodgement of the agreement, will be entitled to a bonus on the following basis. The bonus will be paid in the first full pay period after the date on which the Agreement comes into operation:

- (a) Full-time continuing and fixed-term Staff Members shall be entitled to a one-off bonus of \$1000.00 gross (less applicable tax); or
- (b) Part-time continuing and fixed-term Staff Members shall be entitled to a one-off pro-rata payment based upon their substantive engagement; or
- (c) Casual staff who worked in excess of 1260 hours in the year 1 July 2005 – 30 June 2006 will receive a one-off bonus of \$500.00 gross (less applicable tax).

#### **Salary Rates**

- 3.3.2 The salaries in Schedule 1 are in compensation for all ordinary hours specified in clauses 3.7.3 and 3.7.5 worked by a Staff Member.
- 3.3.3 The minimum salaries for full-time Staff will be as contained in Schedule 1.
- 3.3.4 The rates of pay for casual staff will be as contained in Schedule 2. These rates of pay incorporate a casual loading in lieu of those Agreement benefits for which casual staff are ineligible including those leave entitlements to which casual Staff are not entitled.
- 3.3.5 Part-time Staff will be paid pro-rata based on the appropriate full-time salary.
- 3.3.6 The rate of pay for Examination Supervisors will be determined by reference to the General Staff classification descriptors and appropriate rates of pay, as contained in the Agreement.
- 3.3.7 Any Level A Academic who is required to carry out full subject coordination as part of his/her normal duties will be paid salary no less than Step 6 on the Level A salary scale. If a Level A Academic is undertaking the most complex levels of unit coordination, he/she will be paid by Allowance to Level B. The step paid within Level B will reflect the period of time the Level A Academic is required to undertake the most complex levels of unit coordination. Any Level A Academic who on appointment holds, or during appointment gains, a relevant doctoral qualification will be paid salary no less than Step 6 on the Level A salary scale.

### **Payment of Salaries**

- 3.3.8 Salaries will be paid fortnightly by direct electronic funds transfer to an account nominated by the Staff Member at an Australian based financial institution.
- 3.3.9 The University will generally issue pay slips to Staff electronically. In circumstances where Staff do not have access to electronic means of receiving the pay slip a hard copy will be provided.

### **Flexible Salary Packaging**

- 3.3.10 All eligible Staff may choose to enter into a salary packaging arrangement with the University for the purposes of receiving a salary lower than that to which they are entitled under Schedule 1, in exchange for a "benefit" of equivalent value.
- 3.3.11 Where an agreement is reached between a Staff Member and the University in accordance with this subclause, benefits may be provided to the extent that the cost to the University of providing the benefits and the reduced salary does not exceed the cost to the University of providing the salary prior to entering into the salary packaging arrangement. Any arrangements will be in accordance with relevant taxation legislation.

## **3.4 Supported Wage System**

- 3.4.1 Nothing in this Agreement will prevent the full operation of the Supported Wage System as documented in the Commonwealth Government's Supported Wage System: Guidelines and Assessment Process. The System is designed to promote employment for people who, because of a disability, are unable to work at full award wages.
- 3.4.2 The capacity of the Staff Member will be assessed in accordance with the Supported Wage System and he/she will be paid the greater of \$61 per week (or the amount set by the Supported Wage System from time to time) or the applicable percentage (10-90%) of the minimum rate of the relevant classification level for the position in which the Staff Member is employed. Where the assessed capacity is 10%, the Staff Member will receive a high degree of assistance and support.