

ESTIMATED UNIVERSITY ACADEMIC SALARIES SCALE

Salary Level	2015				2016				2017			
	ARC	University	Total		ARC	University	Total		ARC	University	Total	
	Salary + 28% on- costs	Additional 1.81% on- costs	\$	Salary Rate as at 30/06/2015	Salary + 28% on- costs	Additional 1.81% on- costs	\$	Salary Rate as at 31/03/16	Salary + 28% on- costs	Additional 1.81% on- costs	\$	Salary Rate as at 31/03/16
Level A, Step 1	92,034	1,301	93,336	\$71,902	94,335	1,334	95,669	\$73,699	96,693	1,367	98,061	\$75,542
Level A, Step 2	95,683	1,353	97,036	\$74,752	98,075	1,387	99,462	\$76,621	100,527	1,422	101,948	\$78,537
Level A, Step 3	99,329	1,405	100,733	\$77,601	101,812	1,440	103,252	\$79,541	104,357	1,476	105,833	\$81,529
Level A, Step 4	102,976	1,456	104,432	\$80,450	105,551	1,493	107,043	\$82,461	108,189	1,530	109,719	\$84,523
Level A, Step 5	108,030	1,528	109,558	\$84,399	110,731	1,566	112,297	\$86,508	113,499	1,605	115,104	\$88,671
Salary Levels for Research Associate												
Level B, Step 1	116,447	1,647	118,093	\$90,974	119,358	1,688	121,046	\$93,248	122,342	1,730	124,072	\$95,579
Level B, Step 2	120,652	1,706	122,358	\$94,259	123,668	1,749	125,417	\$96,615	126,760	1,792	128,552	\$99,031
Level B, Step 3	124,864	1,766	126,630	\$97,550	127,986	1,810	129,796	\$99,989	131,186	1,855	133,041	\$102,489
Level B, Step 4	129,069	1,825	130,894	\$100,835	132,296	1,871	134,167	\$103,356	135,603	1,918	137,521	\$105,940
Level B, Step 5	134,664	1,904	136,568	\$105,206	138,030	1,952	139,982	\$107,836	141,481	2,001	143,482	\$110,532
Salary Levels for Senior Research Associate												
Level C, Step 1	141,699	2,004	143,702	\$110,702	145,241	2,054	147,295	\$113,470	148,872	2,105	150,977	\$116,306
Level C, Step 2	145,908	2,063	147,971	\$113,990	149,555	2,115	151,670	\$116,840	153,294	2,168	155,462	\$119,761
Level C, Step 3	150,116	2,123	152,239	\$117,278	153,869	2,176	156,045	\$120,210	157,716	2,230	159,946	\$123,216
Level C, Step 4	154,323	2,182	156,505	\$120,565	158,181	2,237	160,418	\$123,579	162,135	2,293	164,428	\$126,668
Level C, Step 5	159,963	2,262	162,225	\$124,971	163,962	2,319	166,281	\$128,095	168,061	2,376	170,438	\$131,298
Salary Levels for Levels D & E												
Level D, Step 1	171,156	2,420	173,576	\$133,715	175,435	2,481	177,915	\$137,058	179,820	2,543	182,363	\$140,485
Level D, Step 2	176,767	2,500	179,267	\$138,099	181,186	2,562	183,748	\$141,552	185,716	2,626	188,342	\$145,091
Level D, Step 3	183,769	2,599	186,368	\$143,570	188,363	2,664	191,027	\$147,159	193,073	2,730	195,803	\$150,838
Level E, Step 1	213,245	3,015	216,260	\$166,597	218,576	3,091	221,667	\$170,762	224,040	3,168	227,208	\$175,031

Note that the UOW minimum level for a Research Associate with doctoral qualifications is Level A, Step 3.

ESTIMATED UNIVERSITY ACADEMIC SALARIES SCALE

Salary Level	2018				2019				2020			
	ARC	University	Total		ARC	University	Total		ARC	University	Total	
	Salary + 28% on- costs	Additional 1.81% on- costs	\$	Salary Rate as at 31/03/16	Salary + 28% on- costs	Additional 1.81% on- costs	\$	Salary Rate as at 31/03/16	Salary + 28% on- costs	Additional 1.81% on- costs	\$	Salary Rate as at 31/03/16
Level A, Step 1	99,111	1,401	100,512	\$77,430	101,589	1,437	103,025	\$79,366	104,128	1,472	105,601	\$81,350
Level A, Step 2	103,040	1,457	104,497	\$80,500	105,616	1,493	107,109	\$82,512	108,256	1,531	109,787	\$84,575
Level A, Step 3	106,966	1,513	108,479	\$83,567	109,641	1,550	111,191	\$85,657	112,382	1,589	113,971	\$87,798
Level A, Step 4	110,894	1,568	112,462	\$86,636	113,667	1,607	115,274	\$88,802	116,508	1,647	118,156	\$91,022
Level A, Step 5	116,337	1,645	117,982	\$90,888	119,245	1,686	120,931	\$93,160	122,226	1,728	123,954	\$95,489
Salary Levels for Research Associate												
Level B, Step 1	125,400	1,773	127,173	\$97,969	128,535	1,818	130,353	\$100,418	131,749	1,863	133,612	\$102,929
Level B, Step 2	129,928	1,837	131,766	\$101,507	133,177	1,883	135,060	\$104,044	136,506	1,930	138,436	\$106,645
Level B, Step 3	134,465	1,901	136,367	\$105,051	137,827	1,949	139,776	\$107,677	141,273	1,998	143,270	\$110,369
Level B, Step 4	138,994	1,965	140,959	\$108,589	142,468	2,015	144,483	\$111,303	146,030	2,065	148,095	\$114,086
Level B, Step 5	145,018	2,051	147,069	\$113,295	148,644	2,102	150,745	\$116,128	152,360	2,154	154,514	\$119,031
Salary Levels for Senior Research Associate												
Level C, Step 1	152,594	2,158	154,752	\$119,214	156,409	2,212	158,620	\$122,194	160,319	2,267	162,586	\$125,249
Level C, Step 2	157,126	2,222	159,348	\$122,755	161,055	2,277	163,332	\$125,824	165,081	2,334	167,415	\$128,970
Level C, Step 3	161,659	2,286	163,945	\$126,296	165,700	2,343	168,044	\$129,453	169,843	2,402	172,245	\$132,690
Level C, Step 4	166,189	2,350	168,539	\$129,835	170,343	2,409	172,752	\$133,081	174,602	2,469	177,071	\$136,408
Level C, Step 5	172,263	2,436	174,699	\$134,580	176,569	2,497	179,066	\$137,945	180,983	2,559	183,543	\$141,393
Salary Levels for Levels D & E												
Level D, Step 1	184,316	2,606	186,922	\$143,997	188,924	2,672	191,595	\$147,597	193,647	2,738	196,385	\$151,287
Level D, Step 2	190,359	2,692	193,051	\$148,718	195,118	2,759	197,877	\$152,436	199,996	2,828	202,824	\$156,247
Level D, Step 3	197,899	2,798	200,698	\$154,609	202,847	2,868	205,715	\$158,474	207,918	2,940	210,858	\$162,436
Level E, Step 1	229,641	3,247	232,888	\$179,407	235,382	3,328	238,711	\$183,892	241,267	3,412	244,678	\$188,490

Note that the UOW minimum level for a Research Associate with doctoral qualifications is Level A, Step 3.