

POSITION	CAMPUS	Annual Salary 2017	Hourly Rate 2017	Weekly Hours	Leave Loading	Super 12%	PRT 5.5%	WC 0.75%	Total On Costs	TOTAL EMPLOYMENT COST (TEC)
Junior Step 01A 70% - 18 yrs	FRE	\$ 28,965.94	\$ 14.8069	37.5	\$389	\$3,476	\$1,806	\$220	\$5,890	\$34,856
Junior Step 01A 80% - 19 yrs	FRE	\$ 33,103.93	\$ 16.9221	37.5	\$444	\$3,972	\$2,064	\$252	\$6,732	\$39,836
Junior Step 01A 90%- 20rs	FRE	\$ 37,241.92	\$ 19.0374	37.5	\$500	\$4,469	\$2,322	\$283	\$7,573	\$44,815
Level 1 Step 1	FRE	\$ 41,379.91	\$ 21.1527	37.5	\$555	\$4,966	\$2,580	\$315	\$8,415	\$49,795
Level 1 Step 2	FRE	\$ 41,973.13	\$ 21.4559	37.5	\$563	\$5,037	\$2,617	\$319	\$8,536	\$50,509
Level 1 Step 3	FRE	\$ 42,658.40	\$ 21.8062	37.5	\$572	\$5,119	\$2,659	\$324	\$8,675	\$51,333
Level 1 Step 4	FRE	\$ 46,666.61	\$ 23.8551	37.5	\$626	\$5,600	\$2,909	\$355	\$9,490	\$56,157
Level 1 Step 5	FRE	\$ 47,642.81	\$ 24.3542	37.5	\$639	\$5,717	\$2,970	\$362	\$9,689	\$57,331
Level 1 Step 6	FRE	\$ 48,626.96	\$ 24.8572	37.5	\$653	\$5,835	\$3,031	\$370	\$9,889	\$58,516
Level 2 Step 1	FRE	\$ 50,092.97	\$ 25.6066	37.5	\$672	\$6,011	\$3,123	\$381	\$10,187	\$60,280
Level 2 Step 2	FRE	\$ 51,077.12	\$ 26.1097	37.5	\$685	\$6,129	\$3,184	\$388	\$10,387	\$61,464
Level 2 Step 3	FRE	\$ 51,810.12	\$ 26.4844	37.5	\$695	\$6,217	\$3,230	\$394	\$10,536	\$62,346
Level 3 Step 1	FRE	\$ 52,796.55	\$ 26.9887	37.5	\$709	\$6,336	\$3,291	\$401	\$10,737	\$63,533
Level 3 Step 2	FRE	\$ 54,276.19	\$ 27.7450	37.5	\$728	\$6,513	\$3,383	\$413	\$11,038	\$65,314
Level 3 Step 3	FRE	\$ 55,753.55	\$ 28.5002	37.5	\$748	\$6,690	\$3,476	\$424	\$11,338	\$67,092
Level 3 Step 4	FRE	\$ 57,234.33	\$ 29.2572	37.5	\$768	\$6,868	\$3,568	\$435	\$11,639	\$68,873
Level 3 Step 5	FRE	\$ 58,711.70	\$ 30.0124	37.5	\$788	\$7,045	\$3,660	\$446	\$11,940	\$70,651
Level 4 Step 1	FRE	\$ 61,175.49	\$ 31.2718	37.5	\$821	\$7,341	\$3,814	\$465	\$12,441	\$73,616
Level 4 Step 2	FRE	\$ 62,656.27	\$ 32.0288	37.5	\$841	\$7,519	\$3,906	\$476	\$12,742	\$75,398
Level 4 Step 3	FRE	\$ 63,885.89	\$ 32.6573	37.5	\$857	\$7,666	\$3,983	\$486	\$12,992	\$76,878
Level 4 Step 4	FRE	\$ 65,117.79	\$ 33.2870	37.5	\$874	\$7,814	\$4,059	\$495	\$13,242	\$78,360
Level 5 Step 1	FRE	\$ 66,105.35	\$ 33.7919	37.5	\$887	\$7,933	\$4,121	\$502	\$13,443	\$79,548
Level 5 Step 2	FRE	\$ 68,074.79	\$ 34.7986	37.5	\$914	\$8,169	\$4,244	\$517	\$13,844	\$81,918
Level 5 Step 3	FRE	\$ 70,542.00	\$ 36.0598	37.5	\$947	\$8,465	\$4,397	\$536	\$14,345	\$84,887
Level 5 Step 4	FRE	\$ 73,501.28	\$ 37.5725	37.5	\$986	\$8,820	\$4,582	\$559	\$14,947	\$88,448
Level 6 Step 1	FRE	\$ 75,962.80	\$ 38.8308	37.5	\$1,019	\$9,116	\$4,735	\$577	\$15,448	\$91,411
Level 6 Step 2	FRE	\$ 77,441.30	\$ 39.5866	37.5	\$1,039	\$9,293	\$4,828	\$589	\$15,748	\$93,190
Level 6 Step 3	FRE	\$ 78,918.67	\$ 40.3418	37.5	\$1,059	\$9,470	\$4,920	\$600	\$16,049	\$94,967
Level 6 Step 4	FRE	\$ 80,399.44	\$ 41.0988	37.5	\$1,079	\$9,648	\$5,012	\$611	\$16,350	\$96,749
Level 7 Step 1	FRE	\$ 83,356.45	\$ 42.6103	37.5	\$1,119	\$10,003	\$5,196	\$634	\$16,951	\$100,308
Level 7 Step 2	FRE	\$ 86,312.32	\$ 44.1213	37.5	\$1,158	\$10,357	\$5,381	\$656	\$17,552	\$103,865
Level 7 Step 3	FRE	\$ 89,270.46	\$ 45.6335	37.5	\$1,198	\$10,712	\$5,565	\$679	\$18,154	\$107,424
Level 7 Step 4	FRE	\$ 92,718.41	\$ 47.3960	37.5	\$1,244	\$11,126	\$5,780	\$705	\$18,855	\$111,574
Level 8 Step 1	FRE	\$ 93,212.76	\$ 47.6487	37.5	\$1,251	\$11,186	\$5,811	\$708	\$18,956	\$112,168
Level 8 Step 2	FRE	\$ 96,169.77	\$ 49.1603	37.5	\$1,291	\$11,540	\$5,995	\$731	\$19,557	\$115,727
Level 8 Step 3	FRE	\$ 99,131.32	\$ 50.6742	37.5	\$1,330	\$11,896	\$6,180	\$753	\$20,159	\$119,291
Level 8 Step 4	FRE	\$ 102,084.92	\$ 52.1840	37.5	\$1,370	\$12,250	\$6,364	\$776	\$20,760	\$122,845
Level 9 Step 1	FRE	\$ 108,000.07	\$ 55.2077	37.5	\$1,449	\$12,960	\$6,733	\$821	\$21,963	\$129,963
Level 9 Step 2	FRE	\$ 109,970.65	\$ 56.2150	37.5	\$1,476	\$13,196	\$6,855	\$836	\$22,364	\$132,334
Level 9 Step 3	FRE	\$ 111,944.64	\$ 57.2241	37.5	\$1,502	\$13,433	\$6,978	\$851	\$22,765	\$134,710
Level 9 Step 4	FRE	\$ 114,406.16	\$ 58.4824	37.5	\$1,535	\$13,729	\$7,132	\$870	\$23,266	\$137,672
Level 10 (Award Base) Fremantle	FRE	\$ 116,872.22	\$ 59.7430	37.5	\$1,568	\$14,025	\$7,286	\$888	\$23,767	\$140,639
Level 10 Gr 1 Step 1	FRE	\$ 123,481.74	\$ 63.1217	37.5	\$1,657	\$14,818	\$7,698	\$939	\$25,111	\$148,593
Level 10 Gr 1 Step 2	FRE	\$ 125,930.75	\$ 64.3735	37.5	\$1,690	\$15,112	\$7,850	\$957	\$25,609	\$151,540
Level 10 Gr 1 Step 3	FRE	\$ 128,379.77	\$ 65.6254	37.5	\$1,723	\$15,406	\$8,003	\$976	\$26,107	\$154,487
Level 10 Gr 2 Step 1	FRE	\$ 129,882.14	\$ 66.3934	37.5	\$1,743	\$15,586	\$8,097	\$987	\$26,413	\$156,295
Level 10 Gr 2 Step 2	FRE	\$ 132,460.72	\$ 67.7115	37.5	\$1,778	\$15,895	\$8,257	\$1,007	\$26,937	\$159,398
Level 10 Gr 2 Step 3	FRE	\$ 135,001.79	\$ 69.0105	37.5	\$1,812	\$16,200	\$8,416	\$1,026	\$27,454	\$162,456
Level 10 Gr 3 Step 1	FRE	\$ 139,115.69	\$ 71.1134	37.5	\$1,867	\$16,694	\$8,672	\$1,057	\$28,290	\$167,406
Level 10 Gr 3 Step 2	FRE	\$ 141,881.77	\$ 72.5274	37.5	\$1,904	\$17,026	\$8,845	\$1,078	\$28,853	\$170,735
Level 10 Gr 3 Step 3	FRE	\$ 144,651.27	\$ 73.9431	37.5	\$1,941	\$17,358	\$9,017	\$1,099	\$29,416	\$174,067
Level 10 Gr 4 Step 1	FRE	\$ 148,353.78	\$ 75.8358	37.5	\$1,991	\$17,802	\$9,248	\$1,128	\$30,169	\$178,523
Level 10 Gr 4 Step 2	FRE	\$ 151,306.24	\$ 77.3450	37.5	\$2,031	\$18,157	\$9,432	\$1,150	\$30,769	\$182,076
Level 10 Gr 4 Step 3	FRE	\$ 154,258.70	\$ 78.8543	37.5	\$2,070	\$18,511	\$9,616	\$1,172	\$31,370	\$185,629
Level 10 Gr 5 Step 1	FRE	\$ 169,939.24	\$ 86.8699	37.5	\$2,281	\$20,594	\$10,594	\$1,292	\$34,559	\$204,498
Level 10 Gr 5 Step 2	FRE	\$ 178,279.55	\$ 91.1333	37.5	\$2,393	\$21,394	\$11,114	\$1,355	\$36,255	\$214,534
Level 10 Gr 5 Step 3	FRE	\$ 181,844.55	\$ 92.9557	37.5	\$2,440	\$21,821	\$11,336	\$1,382	\$36,980	\$218,824
Level 10 Gr 5 Step 4	FRE	\$ 185,414.09	\$ 94.7804	37.5	\$2,488	\$22,250	\$11,558	\$1,409	\$37,706	\$223,120
Level A Step 1	FRE	\$ 65,031.42	\$ 31.1652	40	\$873	\$7,804	\$4,054	\$494	\$13,225	\$78,256
Level A Step 2	FRE	\$ 68,744.15	\$ 32.9445	40	\$923	\$8,249	\$4,285	\$523	\$13,980	\$82,724
Level A Step 3	FRE	\$ 72,461.44	\$ 34.7259	40	\$972	\$8,695	\$4,517	\$551	\$14,736	\$87,197
Level A Step 4	FRE	\$ 76,176.45	\$ 36.5063	40	\$1,022	\$9,141	\$4,749	\$579	\$15,491	\$91,668
Level A Step 5	FRE	\$ 79,198.23	\$ 37.9544	40	\$1,063	\$9,504	\$4,937	\$602	\$16,106	\$95,304
Level A Step 6*	FRE	\$ 82,214.33	\$ 39.3998	40	\$1,103	\$9,866	\$5,125	\$625	\$16,719	\$98,933
Level A Step 7	FRE	\$ 85,234.98	\$ 40.8474	40	\$1,144	\$10,228	\$5,313	\$648	\$17,333	\$102,568
Level A Step 8	FRE	\$ 88,251.08	\$ 42.2928	40	\$1,184	\$10,590	\$5,501	\$671	\$17,947	\$106,198
Level B Step 1	FRE	\$ 92,896.83	\$ 44.5192	40	\$1,247	\$11,148	\$5,791	\$706	\$18,891	\$111,788
Level B Step 2	FRE	\$ 96,381.14	\$ 46.1890	40	\$1,293	\$11,566	\$6,008	\$733	\$19,600	\$115,981
Level B Step 3	FRE	\$ 99,866.59	\$ 47.8594	40	\$1,340	\$11,984	\$6,225	\$759	\$20,309	\$120,175
Level B Step 4	FRE	\$ 103,350.91	\$ 49.5292	40	\$1,387	\$12,402	\$6,443	\$786	\$21,017	\$124,368
Level B Step 5	FRE	\$ 106,832.95	\$ 51.1979	40	\$1,434	\$12,820	\$6,660	\$812	\$21,725	\$128,558
Level B Step 6	FRE	\$ 110,318.40	\$ 52.8682	40	\$1,480	\$13,238	\$6,877	\$838	\$22,434	\$132,753
Level C Step 1	FRE	\$ 113,798.16	\$ 54.5359	40	\$1,527	\$13,656	\$7,094	\$865	\$23,142	\$136,940
Level C Step 2	FRE	\$ 117,283.61	\$ 56.2062	40	\$1,574	\$14,074	\$7,311	\$891	\$23,851	\$141,134
Level C Step 3	FRE	\$ 120,767.93	\$ 57.8760	40	\$1,621	\$14,492	\$7,528	\$918	\$24,559	\$145,327
Level C Step 4	FRE	\$ 124,251.10	\$ 59.5453	40	\$1,667	\$14,910	\$7,746	\$944	\$25,268	\$149,519
Level C Step 5	FRE	\$ 127,733.14	\$ 61.2140	40	\$1,714	\$15,328	\$7,963	\$971	\$25,976	\$153,709
Level C Step 6	FRE	\$ 131,218.59	\$ 62.8843	40	\$1,761	\$15,746	\$8,180	\$997	\$26,684	\$157,903
Level D Step 1	FRE	\$ 137,024.64	\$ 65.6668	40	\$1,839	\$16,443	\$8,542	\$1,041	\$27,865	\$164,890
Level D Step 2	FRE	\$ 141,668.12	\$ 67.8921	40	\$1,901	\$17,000	\$8,831	\$1,077	\$28,809	\$170,478
Level D Step 3	FRE	\$ 146,315.01	\$ 70.1190	40	\$1,964	\$17,558	\$9,121	\$1,112	\$29,754	\$176,069
Level D Step 4	FRE	\$ 150,960.76	\$ 72.3454	40	\$2,026	\$18,115	\$9,411	\$1,147	\$30,699	\$181,660
Level E Professor	FRE	\$ 176,511.25	\$ 84.5901	40	\$2,369	\$21,181	\$11,003	\$1,342	\$35,895	\$212,406

2017
Full Time Salary Rates
TEC to budget per hour
\$25.54
\$25.90
\$26.32
\$28.80
\$29.40
\$30.01
\$30.91
\$31.52
\$31.97
\$32.58
\$33.49
\$34.41
\$35.32
\$36.23
\$37.75
\$38.67
\$39.42
\$40.18
\$40.79
\$42.01
\$43.53
\$45.36
\$46.88
\$47.79
\$48.70
\$49.62
\$51.44
\$53.26
\$55.09
\$57.22
\$57.52
\$59.35
\$61.17
\$63.00
\$66.65
\$67.86
\$69.08
\$70.60
\$72.12
\$76.20
\$77.71
\$79.22
\$80.15
\$81.74
\$83.31
\$85.85
\$87.56
\$89.27
\$91.55
\$93.37
\$95.19
\$104.87
\$110.02
\$112.22
\$114.42
\$37.62 40 h week
\$39.77
\$41.92
\$44.07
\$45.82
\$47.56
\$49.31
\$51.06
\$53.74
\$55.76
\$57.78
\$59.79
\$61.81
\$63.82
\$65.84
\$67.85
\$69.87
\$71.88
\$73.90
\$75.91
\$79.27
\$81.96
\$84.65
\$87.34
\$102.12

POSITION	CAMPUS	Annual Salary 2017	Hourly Rate 2017	Weekly Hours	Leave Loading	Super 12%	PRT 5.5%	WC 0.75%	Total On Costs	TOTAL EMPLOYMENT COST (TEC)
Level 1 Step 1 (Sydney)	SYD	\$ 47,787.14	\$ 24.4279	37.5	\$641	\$5,734	\$2,979	\$363	\$9,718	\$57,505
Level 1 Step 2 (Sydney)	SYD	\$ 49,119.04	\$ 25.1088	37.5	\$659	\$5,894	\$3,062	\$373	\$9,989	\$59,108
Level 1 Step 3 (Sydney)	SYD	\$ 50,474.81	\$ 25.8018	37.5	\$677	\$6,057	\$3,147	\$384	\$10,265	\$60,739
Level 1 Step 4 (Sydney)	SYD	\$ 51,833.99	\$ 26.4966	37.5	\$696	\$6,220	\$3,231	\$394	\$10,541	\$62,375
Level 1 Step 5 (Sydney)	SYD	\$ 53,192.03	\$ 27.1908	37.5	\$714	\$6,383	\$3,316	\$404	\$10,817	\$64,009
Level 1 Step 6 (Sydney)	SYD	\$ 53,906.85	\$ 27.5562	37.5	\$723	\$6,469	\$3,360	\$410	\$10,962	\$64,869
Level 2 Step										

POSITION	CAMPUS	Annual Salary 2018	Hourly Rate 2018	Weekly Hours	Leave Loading	Super 12%	PRT 5.5%	WC 0.75%	Total On Costs	TOTAL EMPLOYMENT COST (TEC)
Junior Step 01A 70% - 18 yrs	FRE	\$ 29,834.92	\$ 15.2511	37.5	\$400	\$3,580	\$1,860	\$227	\$6,067	\$35,902
Junior Step 01A 80% - 19 yrs	FRE	\$ 34,097.05	\$ 17.4298	37.5	\$458	\$4,092	\$2,126	\$259	\$6,934	\$41,031
Junior Step 01A 90%- 20rs	FRE	\$ 38,359.18	\$ 19.6085	37.5	\$515	\$4,603	\$2,391	\$292	\$7,801	\$46,160
Level 1 Step 1	FRE	\$ 42,621.31	\$ 21.7873	37.5	\$572	\$5,115	\$2,657	\$324	\$8,667	\$51,289
Level 1 Step 2	FRE	\$ 43,232.32	\$ 22.0996	37.5	\$580	\$5,188	\$2,695	\$329	\$8,792	\$52,024
Level 1 Step 3	FRE	\$ 43,938.15	\$ 22.4604	37.5	\$590	\$5,273	\$2,739	\$334	\$8,935	\$52,873
Level 1 Step 4	FRE	\$ 48,066.61	\$ 24.5708	37.5	\$645	\$5,768	\$2,996	\$365	\$9,775	\$57,841
Level 1 Step 5	FRE	\$ 49,072.09	\$ 25.0848	37.5	\$659	\$5,889	\$3,059	\$373	\$9,979	\$59,051
Level 1 Step 6	FRE	\$ 50,085.77	\$ 25.6030	37.5	\$672	\$6,010	\$3,122	\$381	\$10,185	\$60,271
Level 2 Step 1	FRE	\$ 51,595.75	\$ 26.3748	37.5	\$692	\$6,191	\$3,216	\$392	\$10,492	\$62,088
Level 2 Step 2	FRE	\$ 52,609.43	\$ 26.8930	37.5	\$706	\$6,313	\$3,280	\$400	\$10,699	\$63,308
Level 2 Step 3	FRE	\$ 53,364.42	\$ 27.2789	37.5	\$716	\$6,404	\$3,327	\$406	\$10,852	\$64,217
Level 3 Step 1	FRE	\$ 54,380.44	\$ 27.7983	37.5	\$730	\$6,526	\$3,390	\$413	\$11,059	\$65,439
Level 3 Step 2	FRE	\$ 55,904.47	\$ 28.5774	37.5	\$750	\$6,709	\$3,485	\$425	\$11,369	\$67,273
Level 3 Step 3	FRE	\$ 57,426.16	\$ 29.3552	37.5	\$771	\$6,891	\$3,580	\$436	\$11,678	\$69,104
Level 3 Step 4	FRE	\$ 58,951.36	\$ 30.1349	37.5	\$791	\$7,074	\$3,675	\$448	\$11,988	\$70,940
Level 3 Step 5	FRE	\$ 60,473.05	\$ 30.9127	37.5	\$812	\$7,257	\$3,770	\$460	\$12,298	\$72,771
Level 4 Step 1	FRE	\$ 63,010.76	\$ 32.2100	37.5	\$846	\$7,561	\$3,928	\$479	\$12,814	\$75,825
Level 4 Step 2	FRE	\$ 64,535.95	\$ 32.9896	37.5	\$866	\$7,744	\$4,023	\$491	\$13,124	\$77,660
Level 4 Step 3	FRE	\$ 65,802.47	\$ 33.6370	37.5	\$883	\$7,896	\$4,102	\$500	\$13,382	\$79,184
Level 4 Step 4	FRE	\$ 67,071.32	\$ 34.2857	37.5	\$900	\$8,049	\$4,181	\$510	\$13,640	\$80,711
Level 5 Step 1	FRE	\$ 68,088.51	\$ 34.8056	37.5	\$914	\$8,171	\$4,245	\$518	\$13,846	\$81,935
Level 5 Step 2	FRE	\$ 70,117.04	\$ 35.8426	37.5	\$941	\$8,414	\$4,371	\$533	\$14,259	\$84,376
Level 5 Step 3	FRE	\$ 72,658.26	\$ 37.1416	37.5	\$975	\$8,719	\$4,529	\$552	\$14,776	\$87,434
Level 5 Step 4	FRE	\$ 75,706.31	\$ 38.6997	37.5	\$1,016	\$9,085	\$4,719	\$575	\$15,396	\$91,102
Level 6 Step 1	FRE	\$ 78,241.68	\$ 39.9957	37.5	\$1,050	\$9,389	\$4,877	\$595	\$15,911	\$94,153
Level 6 Step 2	FRE	\$ 79,764.54	\$ 40.7742	37.5	\$1,070	\$9,572	\$4,972	\$606	\$16,221	\$95,985
Level 6 Step 3	FRE	\$ 81,286.23	\$ 41.5521	37.5	\$1,091	\$9,754	\$5,067	\$618	\$16,530	\$97,817
Level 6 Step 4	FRE	\$ 82,811.43	\$ 42.3317	37.5	\$1,111	\$9,937	\$5,162	\$629	\$16,840	\$99,652
Level 7 Step 1	FRE	\$ 85,857.14	\$ 43.8886	37.5	\$1,152	\$10,303	\$5,352	\$653	\$17,460	\$103,317
Level 7 Step 2	FRE	\$ 88,901.69	\$ 45.4450	37.5	\$1,193	\$10,668	\$5,542	\$676	\$18,079	\$106,981
Level 7 Step 3	FRE	\$ 91,948.58	\$ 47.0025	37.5	\$1,234	\$11,034	\$5,732	\$699	\$18,699	\$110,647
Level 7 Step 4	FRE	\$ 95,499.96	\$ 48.8179	37.5	\$1,282	\$11,460	\$5,953	\$726	\$19,421	\$114,921
Level 8 Step 1	FRE	\$ 96,009.14	\$ 49.0782	37.5	\$1,288	\$11,521	\$5,985	\$730	\$19,524	\$115,533
Level 8 Step 2	FRE	\$ 99,054.86	\$ 50.6351	37.5	\$1,329	\$11,887	\$6,175	\$753	\$20,144	\$119,199
Level 8 Step 3	FRE	\$ 102,105.26	\$ 52.1944	37.5	\$1,370	\$12,253	\$6,365	\$776	\$20,764	\$122,869
Level 8 Step 4	FRE	\$ 105,147.46	\$ 53.7495	37.5	\$1,411	\$12,618	\$6,555	\$799	\$21,383	\$126,530
Level 9 Step 1	FRE	\$ 111,240.07	\$ 56.8639	37.5	\$1,493	\$13,349	\$6,934	\$845	\$22,622	\$133,862
Level 9 Step 2	FRE	\$ 113,269.77	\$ 57.9015	37.5	\$1,520	\$13,592	\$7,061	\$861	\$23,034	\$136,304
Level 9 Step 3	FRE	\$ 115,302.98	\$ 58.9408	37.5	\$1,547	\$13,836	\$7,188	\$876	\$23,448	\$138,751
Level 9 Step 4	FRE	\$ 117,838.34	\$ 60.2369	37.5	\$1,581	\$14,141	\$7,346	\$896	\$23,963	\$141,802
Level 10 (Award Base) Fremantle	FRE	\$ 120,378.39	\$ 61.5353	37.5	\$1,616	\$14,445	\$7,504	\$915	\$24,480	\$144,858
Level 10 Gr 1 Step 1	FRE	\$ 127,186.19	\$ 65.0153	37.5	\$1,707	\$15,262	\$7,929	\$967	\$25,864	\$153,051
Level 10 Gr 1 Step 2	FRE	\$ 129,708.68	\$ 66.3048	37.5	\$1,741	\$15,565	\$8,086	\$986	\$26,377	\$156,086
Level 10 Gr 1 Step 3	FRE	\$ 132,231.17	\$ 67.5942	37.5	\$1,775	\$15,868	\$8,243	\$1,005	\$26,890	\$159,122
Level 10 Gr 2 Step 1	FRE	\$ 133,778.61	\$ 68.3852	37.5	\$1,795	\$16,053	\$8,340	\$1,017	\$27,205	\$160,984
Level 10 Gr 2 Step 2	FRE	\$ 136,434.54	\$ 69.7429	37.5	\$1,831	\$16,372	\$8,505	\$1,037	\$27,745	\$164,180
Level 10 Gr 2 Step 3	FRE	\$ 139,051.84	\$ 71.0808	37.5	\$1,866	\$16,686	\$8,668	\$1,057	\$28,277	\$167,329
Level 10 Gr 3 Step 1	FRE	\$ 143,289.16	\$ 73.2469	37.5	\$1,923	\$17,195	\$8,932	\$1,089	\$29,139	\$172,428
Level 10 Gr 3 Step 2	FRE	\$ 146,138.22	\$ 74.7032	37.5	\$1,961	\$17,537	\$9,110	\$1,111	\$29,719	\$175,857
Level 10 Gr 3 Step 3	FRE	\$ 148,990.80	\$ 76.1614	37.5	\$1,999	\$17,879	\$9,288	\$1,132	\$30,299	\$179,289
Level 10 Gr 4 Step 1	FRE	\$ 152,804.39	\$ 78.1109	37.5	\$2,051	\$18,337	\$9,526	\$1,161	\$31,074	\$183,879
Level 10 Gr 4 Step 2	FRE	\$ 155,845.42	\$ 79.6654	37.5	\$2,091	\$18,701	\$9,715	\$1,185	\$31,693	\$187,538
Level 10 Gr 4 Step 3	FRE	\$ 158,886.46	\$ 81.2199	37.5	\$2,132	\$19,066	\$9,905	\$1,208	\$32,311	\$191,197
Level 10 Gr 5 Step 1	FRE	\$ 175,037.42	\$ 89.4760	37.5	\$2,349	\$21,004	\$10,912	\$1,330	\$35,595	\$210,633
Level 10 Gr 5 Step 2	FRE	\$ 183,627.93	\$ 93.8673	37.5	\$2,464	\$22,035	\$11,447	\$1,396	\$37,342	\$220,970
Level 10 Gr 5 Step 3	FRE	\$ 187,299.88	\$ 95.7443	37.5	\$2,514	\$22,476	\$11,676	\$1,424	\$38,089	\$225,389
Level 10 Gr 5 Step 4	FRE	\$ 190,976.51	\$ 97.6238	37.5	\$2,563	\$22,917	\$11,905	\$1,452	\$38,837	\$229,813
Level A Step 1	FRE	\$ 66,982.36	\$ 32.1002	40	\$899	\$8,038	\$4,176	\$509	\$13,621	\$80,604
Level A Step 2	FRE	\$ 70,806.48	\$ 33.9328	40	\$950	\$8,497	\$4,414	\$538	\$14,399	\$85,206
Level A Step 3	FRE	\$ 74,635.28	\$ 35.7677	40	\$1,002	\$8,956	\$4,653	\$567	\$15,178	\$89,813
Level A Step 4	FRE	\$ 78,461.74	\$ 37.6015	40	\$1,053	\$9,415	\$4,891	\$596	\$15,956	\$94,418
Level A Step 5	FRE	\$ 81,574.18	\$ 39.0931	40	\$1,095	\$9,789	\$5,085	\$620	\$16,589	\$98,163
Level A Step 6*	FRE	\$ 84,680.76	\$ 40.5818	40	\$1,136	\$10,162	\$5,279	\$644	\$17,221	\$101,901
Level A Step 7	FRE	\$ 87,792.03	\$ 42.0729	40	\$1,178	\$10,535	\$5,473	\$667	\$17,853	\$105,645
Level A Step 8	FRE	\$ 90,898.61	\$ 43.5616	40	\$1,220	\$10,908	\$5,666	\$691	\$18,485	\$109,384
Level B Step 1	FRE	\$ 95,683.74	\$ 45.8548	40	\$1,284	\$11,482	\$5,965	\$727	\$19,458	\$115,142
Level B Step 2	FRE	\$ 99,272.58	\$ 47.5747	40	\$1,332	\$11,913	\$6,188	\$755	\$20,188	\$119,461
Level B Step 3	FRE	\$ 102,862.59	\$ 49.2952	40	\$1,380	\$12,344	\$6,412	\$782	\$20,918	\$123,781
Level B Step 4	FRE	\$ 106,451.43	\$ 51.0151	40	\$1,429	\$12,774	\$6,636	\$809	\$21,648	\$128,099
Level B Step 5	FRE	\$ 110,037.93	\$ 52.7338	40	\$1,477	\$13,205	\$6,860	\$836	\$22,377	\$132,415
Level B Step 6	FRE	\$ 113,627.95	\$ 54.4543	40	\$1,525	\$13,635	\$7,083	\$864	\$23,107	\$136,735
Level C Step 1	FRE	\$ 117,212.11	\$ 56.1719	40	\$1,573	\$14,065	\$7,307	\$891	\$23,836	\$141,048
Level C Step 2	FRE	\$ 120,802.12	\$ 57.8924	40	\$1,621	\$14,496	\$7,531	\$918	\$24,566	\$145,368
Level C Step 3	FRE	\$ 124,390.96	\$ 59.6123	40	\$1,669	\$14,927	\$7,754	\$945	\$25,296	\$149,687
Level C Step 4	FRE	\$ 127,978.64	\$ 61.3316	40	\$1,718	\$15,357	\$7,978	\$973	\$26,026	\$154,004
Level C Step 5	FRE	\$ 131,565.14	\$ 63.0504	40	\$1,766	\$15,788	\$8,202	\$1,000	\$26,755	\$158,320
Level C Step 6	FRE	\$ 135,155.15	\$ 64.7708	40	\$1,814	\$16,219	\$8,425	\$1,027	\$27,485	\$162,640
Level D Step 1	FRE	\$ 141,135.38	\$ 67.6368	40	\$1,894	\$16,936	\$8,798	\$1,073	\$28,701	\$169,837
Level D Step 2	FRE	\$ 145,918.17	\$ 69.9288	40	\$1,958	\$17,510	\$9,096	\$1,109	\$29,674	\$175,592
Level D Step 3	FRE	\$ 150,704.46	\$ 72.2226	40	\$2,022	\$18,085	\$9,395	\$1,145	\$30,647	\$181,352
Level D Step 4	FRE	\$ 155,489.58	\$ 74.5158	40	\$2,087	\$18,659	\$9,693	\$1,182	\$31,620	\$187,110
Level E Professor	FRE	\$ 181,806.59	\$ 87.1278	40	\$2,440	\$21,817	\$11,333	\$1,382	\$36,972	\$218,779

2018
Full Time Salary Rates
TEC to budget per hour
\$26.30
\$26.68
\$27.11
\$29.66
\$30.28
\$30.91
\$31.84
\$32.47
\$32.93
\$33.56
\$34.50
\$35.44
\$36.38
\$37.32
\$38.88
\$39.83
\$40.61
\$41.39
\$42.02
\$43.27
\$44.84
\$46.72
\$48.28
\$49.22
\$50.16
\$51.10
\$52.98
\$54.86
\$56.74
\$58.93
\$59.25
\$61.13
\$63.01
\$64.89
\$68.65
\$69.90
\$71.15
\$72.72
\$74.29
\$78.49
\$80.04
\$82.56
\$84.19
\$85.81
\$90.18
\$91.94
\$94.30
\$96.17
\$98.05
\$108.02
\$113.32
\$115.58
\$117.85
\$38.75 40h week
\$40.96
\$43.18
\$45.39
\$47.19
\$48.99
\$50.79
\$52.59
\$55.36
\$57.43
\$59.51
\$61.59
\$63.66
\$65.74
\$67.81
\$69.89
\$71.96
\$74.04
\$76.12
\$78.19
\$81.65
\$84.42
\$87.19
\$89.96
\$105.18

POSITION	CAMPUS	Annual Salary 2018	Hourly Rate 2018	Weekly Hours	Leave Loading	Super 12%	PRT 5.5%	WC 0.75%	Total On Costs	TOTAL EMPLOYMENT COST (TEC)
Level 1 Step 1 (Sydney)	SYD	\$ 49,220.75	\$ 25.1608	37.5	\$661	\$5,906	\$3,068	\$374	\$10,009	\$59,230
Level 1 Step 2 (Sydney)	SYD	\$ 50,592.61	\$ 25.8620	37.5	\$679	\$6,071	\$3,154	\$385	\$10,288	\$60,881
Level 1 Step 3 (Sydney)	SYD	\$ 51,989.05	\$ 26.5759	37.5	\$698	\$6,239	\$3,241	\$395	\$10,572	\$62,561
Level 1 Step 4 (Sydney)	SYD	\$ 53,389.01	\$ 27.2915	37.5	\$716	\$6,407	\$3,328	\$406	\$10,857	\$64,246
Level 1 Step 5 (Sydney)	SYD	\$ 54,787.79	\$ 28.0065	37.5	\$735	\$6,575	\$3,415	\$416	\$11,142	\$65,929
Level 1 Step 6 (Sydney)	SYD	\$ 55,524.05	\$ 28.3829	37.5	\$745	\$6,663	\$3,461	\$422	\$11,291	\$66,815
Level 2 Step 1 (Sydney)	SYD									

POSITION	CAMPUS	Annual Salary 2019	Hourly Rate 2019	Weekly Hours	Leave Loading	Super 12%	PRT 5.5%	WC 0.75%	Total On Costs	TOTAL EMPLOYMENT COST (TEC)
Junior Step 01A 70% - 18 yrs	FRE	\$ 30,729.96	\$ 15.7086	37.5	\$412	\$3,688	\$1,916	\$234	\$6,249	\$36,979
Junior Step 01A 80% - 19 yrs	FRE	\$ 35,119.96	\$ 17.9527	37.5	\$471	\$4,214	\$2,189	\$267	\$7,142	\$42,262
Junior Step 01A 90%- 20rs	FRE	\$ 39,509.95	\$ 20.1968	37.5	\$530	\$4,741	\$2,463	\$300	\$8,035	\$47,545
Level 1 Step 1	FRE	\$ 43,899.95	\$ 22.4409	37.5	\$589	\$5,268	\$2,737	\$334	\$8,927	\$52,827
Level 1 Step 2	FRE	\$ 44,529.29	\$ 22.7626	37.5	\$598	\$5,344	\$2,776	\$338	\$9,055	\$53,585
Level 1 Step 3	FRE	\$ 45,256.30	\$ 23.1342	37.5	\$607	\$5,431	\$2,821	\$344	\$9,203	\$54,460
Level 1 Step 4	FRE	\$ 49,508.61	\$ 25.3079	37.5	\$664	\$5,941	\$3,086	\$376	\$10,068	\$59,577
Level 1 Step 5	FRE	\$ 50,544.26	\$ 25.8373	37.5	\$678	\$6,065	\$3,151	\$384	\$10,279	\$60,823
Level 1 Step 6	FRE	\$ 51,588.35	\$ 26.3710	37.5	\$692	\$6,191	\$3,216	\$392	\$10,491	\$62,079
Level 2 Step 1	FRE	\$ 53,143.63	\$ 27.1661	37.5	\$713	\$6,377	\$3,313	\$404	\$10,807	\$63,951
Level 2 Step 2	FRE	\$ 54,187.72	\$ 27.6998	37.5	\$727	\$6,503	\$3,378	\$412	\$11,020	\$65,207
Level 2 Step 3	FRE	\$ 54,965.36	\$ 28.0973	37.5	\$738	\$6,596	\$3,426	\$418	\$11,178	\$66,143
Level 3 Step 1	FRE	\$ 56,011.86	\$ 28.6323	37.5	\$752	\$6,721	\$3,492	\$426	\$11,391	\$67,402
Level 3 Step 2	FRE	\$ 57,581.61	\$ 29.4347	37.5	\$773	\$6,910	\$3,590	\$438	\$11,710	\$69,291
Level 3 Step 3	FRE	\$ 59,148.95	\$ 30.2359	37.5	\$794	\$7,098	\$3,687	\$450	\$12,028	\$71,177
Level 3 Step 4	FRE	\$ 60,719.90	\$ 31.0389	37.5	\$815	\$7,286	\$3,785	\$462	\$12,348	\$73,068
Level 3 Step 5	FRE	\$ 62,287.24	\$ 31.8401	37.5	\$836	\$7,474	\$3,883	\$473	\$12,667	\$74,954
Level 4 Step 1	FRE	\$ 64,901.08	\$ 33.1763	37.5	\$871	\$7,788	\$4,046	\$493	\$13,198	\$78,099
Level 4 Step 2	FRE	\$ 66,472.03	\$ 33.9793	37.5	\$892	\$7,977	\$4,144	\$505	\$13,518	\$79,990
Level 4 Step 3	FRE	\$ 67,776.54	\$ 34.6462	37.5	\$910	\$8,133	\$4,225	\$515	\$13,783	\$81,560
Level 4 Step 4	FRE	\$ 69,083.46	\$ 35.3142	37.5	\$927	\$8,290	\$4,307	\$525	\$14,049	\$83,132
Level 5 Step 1	FRE	\$ 70,131.17	\$ 35.8498	37.5	\$941	\$8,416	\$4,372	\$533	\$14,262	\$84,393
Level 5 Step 2	FRE	\$ 72,220.55	\$ 36.9179	37.5	\$969	\$8,666	\$4,502	\$549	\$14,687	\$86,907
Level 5 Step 3	FRE	\$ 74,838.00	\$ 38.2558	37.5	\$1,004	\$8,981	\$4,665	\$569	\$15,219	\$90,057
Level 5 Step 4	FRE	\$ 77,977.50	\$ 39.8607	37.5	\$1,046	\$9,357	\$4,861	\$593	\$15,857	\$93,835
Level 6 Step 1	FRE	\$ 80,588.93	\$ 41.1956	37.5	\$1,082	\$9,671	\$5,024	\$613	\$16,388	\$96,977
Level 6 Step 2	FRE	\$ 82,157.48	\$ 41.9974	37.5	\$1,103	\$9,859	\$5,122	\$624	\$16,707	\$98,865
Level 6 Step 3	FRE	\$ 83,724.81	\$ 42.7986	37.5	\$1,124	\$10,047	\$5,219	\$636	\$17,026	\$100,751
Level 6 Step 4	FRE	\$ 85,295.77	\$ 43.6017	37.5	\$1,145	\$10,235	\$5,317	\$648	\$17,346	\$102,641
Level 7 Step 1	FRE	\$ 88,432.86	\$ 45.2053	37.5	\$1,187	\$10,612	\$5,513	\$672	\$17,984	\$106,416
Level 7 Step 2	FRE	\$ 91,568.74	\$ 46.8083	37.5	\$1,229	\$10,988	\$5,708	\$696	\$18,621	\$110,190
Level 7 Step 3	FRE	\$ 94,707.03	\$ 48.4125	37.5	\$1,271	\$11,365	\$5,904	\$720	\$19,260	\$113,967
Level 7 Step 4	FRE	\$ 98,364.96	\$ 50.2824	37.5	\$1,320	\$11,804	\$6,132	\$748	\$20,003	\$118,368
Level 8 Step 1	FRE	\$ 98,889.42	\$ 50.5505	37.5	\$1,327	\$11,867	\$6,165	\$752	\$20,110	\$118,999
Level 8 Step 2	FRE	\$ 102,026.51	\$ 52.1541	37.5	\$1,369	\$12,243	\$6,360	\$775	\$20,748	\$122,775
Level 8 Step 3	FRE	\$ 105,168.42	\$ 53.7602	37.5	\$1,411	\$12,620	\$6,556	\$799	\$21,387	\$126,555
Level 8 Step 4	FRE	\$ 108,301.89	\$ 55.3620	37.5	\$1,453	\$12,996	\$6,751	\$823	\$22,024	\$130,326
Level 9 Step 1	FRE	\$ 114,577.27	\$ 58.5699	37.5	\$1,538	\$13,749	\$7,143	\$871	\$23,300	\$137,878
Level 9 Step 2	FRE	\$ 116,667.86	\$ 59.6385	37.5	\$1,566	\$14,000	\$7,273	\$887	\$23,725	\$140,393
Level 9 Step 3	FRE	\$ 118,762.06	\$ 60.7090	37.5	\$1,594	\$14,251	\$7,403	\$903	\$24,151	\$142,913
Level 9 Step 4	FRE	\$ 121,373.49	\$ 62.0440	37.5	\$1,629	\$14,565	\$7,566	\$923	\$24,682	\$146,056
Level 10 (Award Base) Fremantle	FRE	\$ 123,989.74	\$ 63.3813	37.5	\$1,664	\$14,879	\$7,729	\$942	\$25,214	\$149,204
Level 10 Gr 1 Step 1	FRE	\$ 131,001.77	\$ 66.9658	37.5	\$1,758	\$15,720	\$8,166	\$996	\$26,640	\$157,642
Level 10 Gr 1 Step 2	FRE	\$ 133,599.94	\$ 68.2939	37.5	\$1,793	\$16,032	\$8,328	\$1,015	\$27,169	\$160,769
Level 10 Gr 1 Step 3	FRE	\$ 136,198.10	\$ 69.6220	37.5	\$1,828	\$16,344	\$8,490	\$1,035	\$27,697	\$163,895
Level 10 Gr 2 Step 1	FRE	\$ 137,791.97	\$ 70.4368	37.5	\$1,849	\$16,535	\$8,590	\$1,047	\$28,021	\$165,813
Level 10 Gr 2 Step 2	FRE	\$ 140,527.57	\$ 71.8352	37.5	\$1,886	\$16,863	\$8,760	\$1,068	\$28,578	\$169,105
Level 10 Gr 2 Step 3	FRE	\$ 143,223.40	\$ 73.2132	37.5	\$1,922	\$17,187	\$8,928	\$1,089	\$29,126	\$172,349
Level 10 Gr 3 Step 1	FRE	\$ 147,587.83	\$ 75.4443	37.5	\$1,981	\$17,711	\$9,200	\$1,122	\$30,013	\$177,601
Level 10 Gr 3 Step 2	FRE	\$ 150,522.37	\$ 76.9443	37.5	\$2,020	\$18,063	\$9,383	\$1,144	\$30,610	\$181,132
Level 10 Gr 3 Step 3	FRE	\$ 153,460.53	\$ 78.4463	37.5	\$2,059	\$18,415	\$9,566	\$1,166	\$31,208	\$184,668
Level 10 Gr 4 Step 1	FRE	\$ 157,388.52	\$ 80.4542	37.5	\$2,112	\$18,887	\$9,811	\$1,196	\$32,006	\$189,395
Level 10 Gr 4 Step 2	FRE	\$ 160,520.79	\$ 82.0554	37.5	\$2,154	\$19,262	\$10,007	\$1,220	\$32,643	\$193,164
Level 10 Gr 4 Step 3	FRE	\$ 163,653.05	\$ 83.6565	37.5	\$2,196	\$19,638	\$10,202	\$1,244	\$33,280	\$196,933
Level 10 Gr 5 Step 1	FRE	\$ 180,288.54	\$ 92.1603	37.5	\$2,420	\$21,635	\$11,239	\$1,370	\$36,663	\$216,952
Level 10 Gr 5 Step 2	FRE	\$ 189,136.77	\$ 96.6833	37.5	\$2,538	\$22,696	\$11,790	\$1,438	\$38,463	\$227,599
Level 10 Gr 5 Step 3	FRE	\$ 192,918.88	\$ 98.6167	37.5	\$2,589	\$23,150	\$12,026	\$1,466	\$39,232	\$232,151
Level 10 Gr 5 Step 4	FRE	\$ 196,705.81	\$ 100.5525	37.5	\$2,640	\$23,605	\$12,262	\$1,495	\$40,002	\$236,708
Level A Step 1	FRE	\$ 68,991.83	\$ 33.0632	40	\$926	\$8,279	\$4,301	\$524	\$14,030	\$39,914
Level A Step 2	FRE	\$ 72,930.67	\$ 34.9508	40	\$979	\$8,752	\$4,546	\$554	\$14,831	\$42,199
Level A Step 3	FRE	\$ 76,874.34	\$ 36.8407	40	\$1,032	\$9,225	\$4,792	\$584	\$15,633	\$44,477
Level A Step 4	FRE	\$ 80,815.59	\$ 38.7295	40	\$1,085	\$9,698	\$5,038	\$614	\$16,435	\$46,755
Level A Step 5	FRE	\$ 84,021.40	\$ 40.2658	40	\$1,128	\$10,083	\$5,238	\$639	\$17,087	\$48,611
Level A Step 6*	FRE	\$ 87,221.18	\$ 41.7993	40	\$1,171	\$10,467	\$5,437	\$663	\$17,737	\$50,467
Level A Step 7	FRE	\$ 90,425.79	\$ 43.3350	40	\$1,214	\$10,851	\$5,637	\$687	\$18,387	\$52,313
Level A Step 8	FRE	\$ 93,625.57	\$ 44.8685	40	\$1,256	\$11,235	\$5,836	\$712	\$19,040	\$54,159
Level B Step 1	FRE	\$ 98,554.25	\$ 47.2305	40	\$1,323	\$11,827	\$6,144	\$749	\$20,042	\$57,002
Level B Step 2	FRE	\$ 102,250.76	\$ 49.0020	40	\$1,372	\$12,270	\$6,374	\$777	\$20,794	\$59,166
Level B Step 3	FRE	\$ 105,948.47	\$ 50.7740	40	\$1,422	\$12,714	\$6,605	\$805	\$21,546	\$61,300
Level B Step 4	FRE	\$ 109,644.98	\$ 52.5455	40	\$1,471	\$13,157	\$6,835	\$833	\$22,297	\$63,434
Level B Step 5	FRE	\$ 113,339.07	\$ 54.3158	40	\$1,521	\$13,601	\$7,065	\$861	\$23,049	\$65,568
Level B Step 6	FRE	\$ 117,036.79	\$ 56.0879	40	\$1,571	\$14,044	\$7,296	\$890	\$23,801	\$67,702
Level C Step 1	FRE	\$ 120,728.47	\$ 57.8571	40	\$1,620	\$14,487	\$7,526	\$918	\$24,551	\$69,836
Level C Step 2	FRE	\$ 124,426.18	\$ 59.6292	40	\$1,670	\$14,931	\$7,756	\$946	\$25,303	\$71,970
Level C Step 3	FRE	\$ 128,122.69	\$ 61.4007	40	\$1,719	\$15,375	\$7,987	\$974	\$26,055	\$74,104
Level C Step 4	FRE	\$ 131,817.99	\$ 63.1716	40	\$1,769	\$15,818	\$8,217	\$1,002	\$26,807	\$76,238
Level C Step 5	FRE	\$ 135,512.09	\$ 64.9419	40	\$1,819	\$16,261	\$8,448	\$1,030	\$27,558	\$78,372
Level C Step 6	FRE	\$ 139,209.80	\$ 66.7140	40	\$1,868	\$16,705	\$8,678	\$1,058	\$28,310	\$80,506
Level D Step 1	FRE	\$ 145,369.44	\$ 69.6659	40	\$1,951	\$17,444	\$9,062	\$1,105	\$29,562	\$84,100
Level D Step 2	FRE	\$ 150,295.71	\$ 72.0267	40	\$2,017	\$18,035	\$9,369	\$1,142	\$30,564	\$86,956
Level D Step 3	FRE	\$ 155,225.59	\$ 74.3893	40	\$2,083	\$18,627	\$9,676	\$1,180	\$31,567	\$89,802
Level D Step 4	FRE	\$ 160,154.27	\$ 76.7512	40	\$2,149	\$19,219	\$9,984	\$1,217	\$32,569	\$92,648
Level E Professor	FRE	\$ 187,260.79	\$ 89.7416	40	\$2,513	\$22,471	\$11,673	\$1,423	\$38,081	\$225,342

2019	POSITION	CAMPUS	Annual Salary 2019	Hourly Rate 2019	Weekly Hours	Leave Loading	Super 12%	PRT 5.5%	WC 0.75%	Total On Costs	TOTAL EMPLOYMENT COST (TEC)
Full Time Salary Rates	Level 1 Step 1 (Sydney)	SYD	\$ 50,697.37	\$ 25.9156	37.5	\$680	\$6,084	\$3,160	\$385	\$10,310	\$61,007
TEC to budget per hour	Level 1 Step 2 (Sydney)	SYD	\$ 52,110.39	\$ 26.6379	37.5	\$699	\$6,253	\$3,248	\$396	\$10,597	\$62,708
\$27.09	Level 1 Step 3 (Sydney)	SYD	\$ 53,548.72	\$ 27.3731	37.5	\$719	\$6,426	\$3,338	\$407	\$10,890	\$64,438
\$27.48	Level 1 Step 4 (Sydney)	SYD	\$ 54,990.68	\$ 28.1102	37.5	\$738	\$6,599	\$3,428	\$418	\$11,183	\$66,174
\$27.93	Level 1 Step 5 (Sydney)	SYD	\$ 56,431.42	\$ 28.8467	37.5	\$757	\$6,772	\$3,518	\$429	\$11,476	\$67,907
\$30.55	Level 1 Step 6 (Sydney)	SYD	\$ 57,189.77	\$ 29.2344	37.5	\$768	\$6,863	\$3,565	\$435	\$11,630	\$68,820
\$31.19	Level 2 Step 1 (Sydney)	SYD	\$ 57,946.92	\$ 29.6214	37.5	\$778	\$6,954	\$3,612	\$440	\$11,784	\$69,731
\$31.84	Level 2 Step 2 (Sydney)	SYD	\$ 59,409.36	\$ 30.3690	37.5	\$797	\$7,129	\$3,703	\$452	\$12,081	\$71,491
\$32.80	Level 2 Step 3 (Sydney)	SYD	\$ 60,311.19	\$ 30.8300	37.5	\$809	\$7,237	\$3,760	\$458	\$12,265	\$72,576
\$33.44	Level 2 Step 4 (Sydney)	SYD	\$ 61,211.80	\$ 31.2904	37.5	\$821	\$7,345	\$3,816	\$465	\$12,448	\$73,660
\$33.92	Level 3 Step 2 (Sydney)	SYD	\$ 63,008.22	\$ 32.2087	37.5	\$846	\$7,561	\$3,928	\$479	\$12,813	\$75,822
\$34.57	Level 3 Step 3 (Sydney)	SYD	\$ 64,810.65	\$ 33.1300	37.5	\$870	\$7,777	\$4,040	\$493	\$13,180	\$77,990
\$34.57	Level 3 Step 4 (Sydney)	SYD	\$ 66,610.68	\$ 34.0502	37.5	\$894	\$7,993	\$4,152	\$506	\$13,546	\$80,157
\$35.53	Level 3 Step 5 (Sydney)	SYD	\$ 68,408.30	\$ 34.9691	37.5	\$918	\$8,209	\$4,264	\$520	\$13,911	\$82,320
\$36.50	Level 4 Step 1 (Sydney)	SYD	\$ 70,353.00	\$ 35.9632	37.5	\$944	\$8,442	\$4,386	\$535	\$14,307	\$84,660
\$37.47	Level 4 Step 2 (Sydney)	SYD	\$ 72,320.62	\$ 36							

POSITION	CAMPUS	Annual Salary 2020	Hourly Rate 2020	Weekly Hours	Leave Loading	Super 12%	PRT 5.5%	WC 0.75%	Total On Costs	TOTAL EMPLOYMENT COST (TEC)
Junior Step 01A 70% - 18 yrs	FRE	\$ 31,651.86	\$ 16.1799	37.5	\$425	\$3,798	\$1,973	\$241	\$6,437	\$38,089
Junior Step 01A 80% - 19 yrs	FRE	\$ 36,173.56	\$ 18.4913	37.5	\$485	\$4,341	\$2,255	\$275	\$7,356	\$43,530
Junior Step 01A 90%- 20rs	FRE	\$ 40,695.25	\$ 20.8027	37.5	\$546	\$4,883	\$2,537	\$309	\$8,276	\$48,971
Level 1 Step 1	FRE	\$ 45,216.95	\$ 23.1141	37.5	\$607	\$5,426	\$2,819	\$344	\$9,195	\$54,412
Level 1 Step 2	FRE	\$ 45,865.17	\$ 23.4455	37.5	\$616	\$5,504	\$2,859	\$349	\$9,327	\$55,192
Level 1 Step 3	FRE	\$ 46,613.99	\$ 23.8282	37.5	\$626	\$5,594	\$2,906	\$354	\$9,479	\$56,093
Level 1 Step 4	FRE	\$ 50,993.87	\$ 26.0672	37.5	\$684	\$6,119	\$3,179	\$388	\$10,370	\$61,364
Level 1 Step 5	FRE	\$ 52,060.58	\$ 26.6124	37.5	\$699	\$6,247	\$3,245	\$396	\$10,587	\$62,648
Level 1 Step 6	FRE	\$ 53,136.00	\$ 27.1622	37.5	\$713	\$6,376	\$3,312	\$404	\$10,806	\$63,942
Level 2 Step 1	FRE	\$ 54,737.94	\$ 27.9811	37.5	\$735	\$6,569	\$3,412	\$416	\$11,131	\$65,869
Level 2 Step 2	FRE	\$ 55,813.35	\$ 28.5308	37.5	\$749	\$6,698	\$3,479	\$424	\$11,350	\$67,163
Level 2 Step 3	FRE	\$ 56,614.32	\$ 28.9402	37.5	\$760	\$6,794	\$3,529	\$430	\$11,513	\$68,127
Level 3 Step 1	FRE	\$ 57,692.21	\$ 29.4912	37.5	\$774	\$6,923	\$3,596	\$438	\$11,732	\$69,424
Level 3 Step 2	FRE	\$ 59,309.06	\$ 30.3177	37.5	\$796	\$7,117	\$3,697	\$451	\$12,061	\$71,370
Level 3 Step 3	FRE	\$ 60,923.41	\$ 31.1430	37.5	\$818	\$7,311	\$3,798	\$463	\$12,389	\$73,313
Level 3 Step 4	FRE	\$ 62,541.50	\$ 31.9701	37.5	\$839	\$7,505	\$3,899	\$475	\$12,718	\$75,260
Level 3 Step 5	FRE	\$ 64,155.86	\$ 32.7953	37.5	\$861	\$7,699	\$3,999	\$488	\$13,047	\$77,203
Level 4 Step 1	FRE	\$ 66,848.11	\$ 34.1716	37.5	\$897	\$8,022	\$4,167	\$508	\$13,594	\$80,442
Level 4 Step 2	FRE	\$ 68,466.19	\$ 34.9987	37.5	\$919	\$8,216	\$4,268	\$520	\$13,923	\$82,389
Level 4 Step 3	FRE	\$ 69,809.84	\$ 35.6855	37.5	\$937	\$8,377	\$4,352	\$531	\$14,196	\$84,006
Level 4 Step 4	FRE	\$ 71,155.96	\$ 36.3737	37.5	\$955	\$8,539	\$4,436	\$541	\$14,470	\$85,626
Level 5 Step 1	FRE	\$ 72,235.10	\$ 36.9253	37.5	\$969	\$8,668	\$4,503	\$549	\$14,690	\$86,925
Level 5 Step 2	FRE	\$ 74,387.17	\$ 38.0254	37.5	\$998	\$8,926	\$4,637	\$565	\$15,127	\$89,514
Level 5 Step 3	FRE	\$ 77,083.14	\$ 39.4035	37.5	\$1,034	\$9,250	\$4,805	\$586	\$15,676	\$92,759
Level 5 Step 4	FRE	\$ 80,316.83	\$ 41.0565	37.5	\$1,078	\$9,638	\$5,007	\$610	\$16,333	\$96,650
Level 6 Step 1	FRE	\$ 83,006.60	\$ 42.4315	37.5	\$1,114	\$9,961	\$5,174	\$631	\$16,880	\$99,887
Level 6 Step 2	FRE	\$ 84,622.20	\$ 43.2574	37.5	\$1,136	\$10,155	\$5,275	\$643	\$17,209	\$101,831
Level 6 Step 3	FRE	\$ 86,236.56	\$ 44.0826	37.5	\$1,157	\$10,348	\$5,376	\$655	\$17,537	\$103,774
Level 6 Step 4	FRE	\$ 87,854.64	\$ 44.9097	37.5	\$1,179	\$10,543	\$5,477	\$668	\$17,866	\$105,721
Level 7 Step 1	FRE	\$ 91,085.84	\$ 46.5615	37.5	\$1,222	\$10,930	\$5,678	\$692	\$18,523	\$109,609
Level 7 Step 2	FRE	\$ 94,315.80	\$ 48.2126	37.5	\$1,266	\$11,318	\$5,879	\$717	\$19,180	\$113,496
Level 7 Step 3	FRE	\$ 97,548.25	\$ 49.8649	37.5	\$1,309	\$11,706	\$6,081	\$741	\$19,837	\$117,386
Level 7 Step 4	FRE	\$ 101,315.91	\$ 51.7909	37.5	\$1,360	\$12,158	\$6,316	\$770	\$20,604	\$121,919
Level 8 Step 1	FRE	\$ 101,856.10	\$ 52.0670	37.5	\$1,367	\$12,223	\$6,350	\$774	\$20,713	\$122,569
Level 8 Step 2	FRE	\$ 105,087.30	\$ 53.7187	37.5	\$1,410	\$12,610	\$6,551	\$799	\$21,370	\$126,458
Level 8 Step 3	FRE	\$ 108,323.47	\$ 55.3730	37.5	\$1,454	\$12,999	\$6,753	\$823	\$22,029	\$130,352
Level 8 Step 4	FRE	\$ 111,550.94	\$ 57.0228	37.5	\$1,497	\$13,386	\$6,954	\$848	\$22,688	\$134,236
Level 9 Step 1	FRE	\$ 118,014.59	\$ 60.3269	37.5	\$1,584	\$14,162	\$7,357	\$897	\$23,995	\$142,014
Level 9 Step 2	FRE	\$ 120,167.89	\$ 61.4277	37.5	\$1,613	\$14,420	\$7,491	\$913	\$24,437	\$144,605
Level 9 Step 3	FRE	\$ 122,324.93	\$ 62.5303	37.5	\$1,642	\$14,679	\$7,626	\$930	\$24,876	\$147,201
Level 9 Step 4	FRE	\$ 125,014.70	\$ 63.9053	37.5	\$1,678	\$15,002	\$7,793	\$950	\$25,423	\$150,438
Level 10 (Award Base) Fremantle	FRE	\$ 127,709.43	\$ 65.2828	37.5	\$1,714	\$15,325	\$7,961	\$971	\$25,971	\$153,680
Level 10 Gr 1 Step 1	FRE	\$ 134,931.83	\$ 68.9747	37.5	\$1,811	\$16,192	\$8,411	\$1,026	\$27,440	\$162,371
Level 10 Gr 1 Step 2	FRE	\$ 137,607.94	\$ 70.3427	37.5	\$1,847	\$16,513	\$8,578	\$1,046	\$27,984	\$165,592
Level 10 Gr 1 Step 3	FRE	\$ 140,284.05	\$ 71.7107	37.5	\$1,883	\$16,834	\$8,745	\$1,066	\$28,528	\$168,812
Level 10 Gr 2 Step 1	FRE	\$ 141,925.72	\$ 72.5499	37.5	\$1,905	\$17,031	\$8,847	\$1,079	\$28,862	\$170,788
Level 10 Gr 2 Step 2	FRE	\$ 144,743.40	\$ 73.9902	37.5	\$1,942	\$17,369	\$9,023	\$1,100	\$29,435	\$174,178
Level 10 Gr 2 Step 3	FRE	\$ 147,520.10	\$ 75.4096	37.5	\$1,980	\$17,702	\$9,196	\$1,121	\$30,000	\$177,520
Level 10 Gr 3 Step 1	FRE	\$ 152,015.47	\$ 77.7076	37.5	\$2,040	\$18,242	\$9,476	\$1,155	\$30,914	\$182,929
Level 10 Gr 3 Step 2	FRE	\$ 155,038.04	\$ 79.2527	37.5	\$2,081	\$18,605	\$9,665	\$1,178	\$31,528	\$186,566
Level 10 Gr 3 Step 3	FRE	\$ 158,064.34	\$ 80.7997	37.5	\$2,121	\$18,968	\$9,853	\$1,201	\$32,144	\$190,208
Level 10 Gr 4 Step 1	FRE	\$ 162,110.18	\$ 82.8678	37.5	\$2,176	\$19,453	\$10,106	\$1,232	\$32,967	\$195,077
Level 10 Gr 4 Step 2	FRE	\$ 165,336.41	\$ 84.5170	37.5	\$2,219	\$19,840	\$10,307	\$1,257	\$33,623	\$198,959
Level 10 Gr 4 Step 3	FRE	\$ 168,562.64	\$ 86.1662	37.5	\$2,262	\$20,228	\$10,508	\$1,281	\$34,279	\$202,841
Level 10 Gr 5 Step 1	FRE	\$ 185,697.20	\$ 94.9251	37.5	\$2,492	\$22,284	\$11,576	\$1,411	\$37,763	\$223,460
Level 10 Gr 5 Step 2	FRE	\$ 194,810.87	\$ 99.5838	37.5	\$2,614	\$23,377	\$12,144	\$1,481	\$39,617	\$234,427
Level 10 Gr 5 Step 3	FRE	\$ 198,706.45	\$ 101.5752	37.5	\$2,667	\$23,845	\$12,387	\$1,510	\$40,409	\$239,115
Level 10 Gr 5 Step 4	FRE	\$ 202,606.98	\$ 103.5691	37.5	\$2,719	\$24,313	\$12,630	\$1,540	\$41,202	\$243,809
Level A Step 1	FRE	\$ 71,061.59	\$ 34.0551	40	\$954	\$8,527	\$4,430	\$540	\$14,451	\$85,513
Level A Step 2	FRE	\$ 75,118.59	\$ 35.9993	40	\$1,008	\$9,014	\$4,683	\$571	\$15,276	\$90,395
Level A Step 3	FRE	\$ 79,180.57	\$ 37.9460	40	\$1,063	\$9,502	\$4,936	\$602	\$16,102	\$95,283
Level A Step 4	FRE	\$ 83,240.06	\$ 39.8914	40	\$1,117	\$9,989	\$5,189	\$633	\$16,928	\$100,168
Level A Step 5	FRE	\$ 86,542.04	\$ 41.4738	40	\$1,161	\$10,385	\$5,395	\$658	\$17,599	\$104,141
Level A Step 6*	FRE	\$ 89,837.82	\$ 43.0533	40	\$1,206	\$10,781	\$5,600	\$683	\$18,269	\$108,107
Level A Step 7	FRE	\$ 93,138.56	\$ 44.6351	40	\$1,250	\$11,177	\$5,806	\$708	\$18,941	\$112,079
Level A Step 8	FRE	\$ 96,434.34	\$ 46.2145	40	\$1,294	\$11,572	\$6,012	\$733	\$19,611	\$116,045
Level B Step 1	FRE	\$ 101,510.88	\$ 48.6474	40	\$1,362	\$12,181	\$6,328	\$772	\$20,643	\$122,154
Level B Step 2	FRE	\$ 105,318.28	\$ 50.4720	40	\$1,413	\$12,638	\$6,565	\$800	\$21,417	\$126,736
Level B Step 3	FRE	\$ 109,126.92	\$ 52.2972	40	\$1,465	\$13,095	\$6,803	\$829	\$22,192	\$131,319
Level B Step 4	FRE	\$ 112,934.33	\$ 54.1219	40	\$1,516	\$13,552	\$7,040	\$858	\$22,966	\$135,901
Level B Step 5	FRE	\$ 116,739.25	\$ 55.9453	40	\$1,567	\$14,009	\$7,277	\$887	\$23,740	\$140,479
Level B Step 6	FRE	\$ 120,547.89	\$ 57.7706	40	\$1,618	\$14,466	\$7,515	\$916	\$24,514	\$145,062
Level C Step 1	FRE	\$ 124,350.33	\$ 59.5928	40	\$1,669	\$14,922	\$7,752	\$945	\$25,288	\$149,638
Level C Step 2	FRE	\$ 128,158.97	\$ 61.4180	40	\$1,720	\$15,379	\$7,989	\$974	\$26,062	\$154,221
Level C Step 3	FRE	\$ 131,966.37	\$ 63.2427	40	\$1,771	\$15,836	\$8,227	\$1,003	\$26,837	\$158,803
Level C Step 4	FRE	\$ 135,772.53	\$ 65.0667	40	\$1,822	\$16,293	\$8,464	\$1,032	\$27,611	\$163,383
Level C Step 5	FRE	\$ 139,577.45	\$ 66.8902	40	\$1,873	\$16,749	\$8,701	\$1,061	\$28,384	\$167,962
Level C Step 6	FRE	\$ 143,386.10	\$ 68.7154	40	\$1,924	\$17,206	\$8,938	\$1,090	\$29,159	\$172,545
Level D Step 1	FRE	\$ 149,730.53	\$ 71.7558	40	\$2,009	\$17,968	\$9,334	\$1,138	\$30,449	\$180,180
Level D Step 2	FRE	\$ 154,804.58	\$ 74.1875	40	\$2,078	\$18,577	\$9,650	\$1,177	\$31,481	\$186,285
Level D Step 3	FRE	\$ 159,882.36	\$ 76.6209	40	\$2,146	\$19,186	\$9,967	\$1,215	\$32,514	\$192,396
Level D Step 4	FRE	\$ 164,958.90	\$ 79.0538	40	\$2,214	\$19,795	\$10,283	\$1,254	\$33,546	\$198,505
Level E Professor	FRE	\$ 192,878.61	\$ 92.4338	40	\$2,588	\$23,145	\$12,024	\$1,466	\$39,224	\$232,102

2020	POSITION	CAMPUS	Annual Salary 2020	Hourly Rate 2020	Weekly Hours	Leave Loading	Super 12%	PRT 5.5%	WC 0.75%	Total On Costs	TOTAL EMPLOYMENT COST (TEC)
Full Time Salary Rates	Level 1 Step 1 (Sydney)	SYD	\$ 52,218.30	\$ 26.6931	37.5	\$701	\$6,266	\$3,255	\$397	\$10,619	\$62,837
TEC to budget per hour	Level 1 Step 2 (Sydney)	SYD	\$ 53,673.70	\$ 27.4370	37.5	\$720	\$6,441	\$3,346	\$408	\$10,915	\$64,589
\$27.90	Level 1 Step 3 (Sydney)	SYD	\$ 55,155.19	\$ 28.1943	37.5	\$740	\$6,619	\$3,438	\$419	\$11,216	\$66,371
\$28.30	Level 1 Step 4 (Sydney)	SYD	\$ 56,640.40	\$ 28.9536	37.5	\$760	\$6,797	\$3,531	\$431	\$11,518	\$68,159
\$28.77	Level 1 Step 5 (Sydney)	SYD	\$ 58,124.36	\$ 29.7121	37.5	\$780	\$6,975	\$3,623	\$442	\$11,820	\$69,944
\$31.47	Level 1 Step 6 (Sydney)	SYD	\$ 58,905.47	\$ 30.1114	37.5	\$791	\$7,069	\$3,672	\$448	\$11,979	\$70,884
\$32.13	Level 2 Step 1 (Sydney)	SYD	\$ 59,685.32	\$ 30.5101	37.5	\$801	\$7,162	\$3,721	\$454	\$12,138	\$71,823
\$32.79	Level 2 Step 2 (Sydney)	SYD	\$ 61,191.65	\$ 31.2801	37.5	\$821	\$7,343	\$3,815	\$465	\$12,444	\$73,636
\$33.78	Level 2 Step 3 (Sydney)	SYD	\$ 62,120.52	\$ 31.7549	37.5	\$834	\$7,454	\$3,872	\$472	\$12,633	\$74,753
\$34.44	Level 3 Step 1 (Sydney)	SYD	\$ 63,048.16	\$ 32.2291	37.5	\$846	\$7,566	\$3,930	\$479	\$12,821	\$75,870
\$34.94	Level 3 Step 2 (Sydney)	SYD	\$ 64,898.46	\$ 33.1749	37.5	\$871	\$7,788	\$4,046	\$493	\$13,198	\$78,096
\$35.60	Level 3 Step 3 (Sydney)	SYD	\$ 66,754.97	\$ 34.1239	37.5	\$896	\$8,011	\$4,161	\$507	\$13,575	\$80,330
\$35.60	Level 3 Step 4 (Sydney)	SYD	\$ 68,609.00	\$ 35.0717	37.5	\$921	\$8,233	\$4,277	\$521	\$13,952	\$82,561
\$36.60	Level 3 Step 5 (Sydney)	SYD	\$ 70,460.55	\$ 36.0182	37.5	\$946	\$8,455	\$4,392	\$536	\$14,329	\$84,789
\$37.60	Level 4 Step 1 (Sydney)	SYD	\$ 72,463.60	\$ 37.0421	37.5	\$972	\$8,696	\$4,517	\$551	\$14,736	\$87,200
\$38.59	Level 4 Step										