

**ESTIMATED UNIVERSITY
ACADEMIC SALARIES SCALE**

Salary Level	2021			2022			2023			2024		
	Salary Rate	Plus 29.81% on- costs	\$	Salary Rate	Plus 29.81% on- costs	\$	Salary Rate	Plus 29.81% on- costs	\$	Salary Rate	Plus 29.81% on- costs	\$
Level A, Step 1	83,107	24,774	107,881	84,935	25,319	110,254	84,935	25,319	110,254	84,935	25,319	110,254
Level A, Step 2	86,360	25,744	112,104	88,259	26,310	114,569	88,259	26,310	114,569	88,259	26,310	114,569
Level A, Step 3	89,610	26,713	116,323	91,581	27,300	118,881	91,581	27,300	118,881	91,581	27,300	118,881
Level A, Step 4	92,862	27,682	120,544	94,905	28,291	123,196	94,905	28,291	123,196	94,905	28,291	123,196
Level A, Step 5	97,367	29,025	126,392	99,509	29,664	129,173	99,509	29,664	129,173	99,509	29,664	129,173
Salary Levels for Research Associate												
Level B, Step 1	104,870	31,262	136,132	107,177	31,949	139,126	107,177	31,949	139,126	107,177	31,949	139,126
Level B, Step 2	108,619	32,379	140,998	111,009	33,092	144,101	111,009	33,092	144,101	111,009	33,092	144,101
Level B, Step 3	112,375	33,499	145,874	114,847	34,236	149,083	114,847	34,236	149,083	114,847	34,236	149,083
Level B, Step 4	116,123	34,616	150,739	118,678	35,378	154,056	118,678	35,378	154,056	118,678	35,378	154,056
Level B, Step 5	121,111	36,103	157,214	123,775	36,897	160,672	123,775	36,897	160,672	123,775	36,897	160,672
Salary Levels for Senior Research Associate												
Level C, Step 1	127,382	37,973	165,355	130,185	38,808	168,993	130,185	38,808	168,993	130,185	38,808	168,993
Level C, Step 2	131,134	39,091	170,225	134,019	39,951	173,970	134,019	39,951	173,970	134,019	39,951	173,970
Level C, Step 3	134,887	40,210	175,097	137,854	41,094	178,948	137,854	41,094	178,948	137,854	41,094	178,948
Level C, Step 4	138,636	41,327	179,963	141,686	42,237	183,923	141,686	42,237	183,923	141,686	42,237	183,923
Level C, Step 5	143,665	42,827	186,492	146,825	43,769	190,594	146,825	43,769	190,594	146,825	43,769	190,594
Salary Levels for Levels D & E												
Level D, Step 1	153,643	45,801	199,444	157,023	46,809	203,832	157,023	46,809	203,832	157,023	46,809	203,832
Level D, Step 2	158,645	47,292	205,937	162,136	48,333	210,469	162,136	48,333	210,469	162,136	48,333	210,469
Level D, Step 3	164,888	49,153	214,041	168,515	50,234	218,749	168,515	50,234	218,749	168,515	50,234	218,749
Level E, Step 1	191,165	56,986	248,151	195,371	58,240	253,611	195,371	58,240	253,611	195,371	58,240	253,611

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

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ACADEMIC SALARIES SCALE**

Salary Level	2025			2026			2027			2028		
	Salary Rate	Plus 29.81% on- costs	\$	Salary Rate	Plus 29.81% on- costs	\$	Salary Rate	Plus 29.81% on- costs	\$	Salary Rate	Plus 29.81% on- costs	\$
Level A, Step 1	84,935	25,319	110,254	84,935	25,319	110,254	84,935	25,319	110,254	84,935	25,319	110,254
Level A, Step 2	88,259	26,310	114,569	88,259	26,310	114,569	88,259	26,310	114,569	88,259	26,310	114,569
Level A, Step 3	91,581	27,300	118,881	91,581	27,300	118,881	91,581	27,300	118,881	91,581	27,300	118,881
Level A, Step 4	94,905	28,291	123,196	94,905	28,291	123,196	94,905	28,291	123,196	94,905	28,291	123,196
Level A, Step 5	99,509	29,664	129,173	99,509	29,664	129,173	99,509	29,664	129,173	99,509	29,664	129,173
Salary Levels for Research Associate												
Level B, Step 1	107,177	31,949	139,126	107,177	31,949	139,126	107,177	31,949	139,126	107,177	31,949	139,126
Level B, Step 2	111,009	33,092	144,101	111,009	33,092	144,101	111,009	33,092	144,101	111,009	33,092	144,101
Level B, Step 3	114,847	34,236	149,083	114,847	34,236	149,083	114,847	34,236	149,083	114,847	34,236	149,083
Level B, Step 4	118,678	35,378	154,056	118,678	35,378	154,056	118,678	35,378	154,056	118,678	35,378	154,056
Level B, Step 5	123,775	36,897	160,672	123,775	36,897	160,672	123,775	36,897	160,672	123,775	36,897	160,672
Salary Levels for Senior Research Associate												
Level C, Step 1	130,185	38,808	168,993	130,185	38,808	168,993	130,185	38,808	168,993	130,185	38,808	168,993
Level C, Step 2	134,019	39,951	173,970	134,019	39,951	173,970	134,019	39,951	173,970	134,019	39,951	173,970
Level C, Step 3	137,854	41,094	178,948	137,854	41,094	178,948	137,854	41,094	178,948	137,854	41,094	178,948
Level C, Step 4	141,686	42,237	183,923	141,686	42,237	183,923	141,686	42,237	183,923	141,686	42,237	183,923
Level C, Step 5	146,825	43,769	190,594	146,825	43,769	190,594	146,825	43,769	190,594	146,825	43,769	190,594
Salary Levels for Levels D & E												
Level D, Step 1	157,023	46,809	203,832	157,023	46,809	203,832	157,023	46,809	203,832	157,023	46,809	203,832
Level D, Step 2	162,136	48,333	210,469	162,136	48,333	210,469	162,136	48,333	210,469	162,136	48,333	210,469
Level D, Step 3	168,515	50,234	218,749	168,515	50,234	218,749	168,515	50,234	218,749	168,515	50,234	218,749
Level E, Step 1	195,371	58,240	253,611	195,371	58,240	253,611	195,371	58,240	253,611	195,371	58,240	253,611

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