

UNIVERSITY OF WOLLONGONG CASUAL RATES OF PAY
GENERAL RESEARCH ASSISTANCE RATE

Rate 1: Perform straight forward, basic manual tasks eg. photocopying, shelving books, filing etc. This also replaces the student rate.
Rate 2: Perform straightforward tasks with clearly defined procedures. Relatively simple problem solving involved. Samples include word processing, office and laboratory assistance, mail opening etc.
Rate 3: Perform tasks which have some complexity and require more experience. Relevant qualification is required. Exercise of judgement is within standard practices and procedures. May supervise others. Samples include administrative assistants, technical assistants in a laboratory, computer operators and library assistants/technicians.
Rate 4: Perform tasks which have limited creative planning/design functions. A post trades qualification or associate diploma is a requirement. Proficiency is required in rules, regulations, processes and procedures. May supervise or coordinate others. Samples include leading hands and advanced tradespersons, junior computer operators, technical officers and more experienced administrative/library assistants.
Rate 5: Perform tasks which require broad technical knowledge and experience at a more advanced level, including the development of areas of specialist expertise. A degree or equivalent is a requirement. In professional positions, apply theoretical knowledge in a straightforward way. In administrative positions, provide interpretation, advice and decisions on rules and entitlements. Samples include very experienced administrative/research/technical assistants, technical and professional officers, programmers and recently qualified librarians.
Rate 6: Perform tasks guided by policy, professional standards and expertise. A degree plus relevant experience is a requirement. Discretion to design, develop and test complex equipment, systems and procedures; undertake planning; exercise high level diagnostic skills, analysis and reporting. Samples include administrative/professional/senior technical officers, analyst/programmers, experienced research assistants and librarians.

The actual rate selected will depend upon the level of expertise and qualifications required for tasks.

35 Hour Base	Salary Rate	On-Costs	Total \$	Salary Rate	On-Costs	Total \$
	31/12/2021	18.06%		31/12/2022	18.06%	
Rate 1	34.24	6.18	40.42	34.82	6.29	41.11
Rate 2	36.91	6.67	43.57	37.53	6.78	44.31
Rate 3	38.81	7.01	45.82	39.47	7.13	46.60
Rate 4	44.52	8.04	52.56	45.28	8.18	53.46
Rate 5	49.47	8.93	58.41	50.31	9.09	59.40
Rate 6	55.95	10.10	66.05	56.90	10.28	67.18

35 Hour Base	Salary Rate	On-Costs	Total \$	Salary Rate	On-Costs	Total \$
	31/12/2023	18.06%		31/12/2024	18.06%	
Rate 1	34.82	6.29	41.11	34.82	6.29	41.11
Rate 2	37.53	6.78	44.31	37.53	6.78	44.31
Rate 3	39.47	7.13	46.60	39.47	7.13	46.60
Rate 4	45.28	8.18	53.46	45.28	8.18	53.46
Rate 5	50.31	9.09	59.40	50.31	9.09	59.40
Rate 6	56.90	10.28	67.18	56.90	10.28	67.18

35 Hour Base	Salary Rate	On-Costs	Total \$	Salary Rate	On-Costs	Total \$
	31/12/2025	18.06%		31/12/2026	18.06%	
Rate 1	34.82	6.29	41.11	34.82	6.29	41.11
Rate 2	37.53	6.78	44.31	37.53	6.78	44.31
Rate 3	39.47	7.13	46.60	39.47	7.13	46.60
Rate 4	45.28	8.18	53.46	45.28	8.18	53.46
Rate 5	50.31	9.09	59.40	50.31	9.09	59.40
Rate 6	56.90	10.28	67.18	56.90	10.28	67.18

35 Hour Base	Salary Rate	On-Costs	Total \$	Salary Rate	On-Costs	Total \$
	31/12/2027	18.06%		31/12/2028	18.06%	
Rate 1	34.82	6.29	41.11	34.82	6.29	41.11
Rate 2	37.53	6.78	44.31	37.53	6.78	44.31
Rate 3	39.47	7.13	46.60	39.47	7.13	46.60
Rate 4	45.28	8.18	53.46	45.28	8.18	53.46
Rate 5	50.31	9.09	59.40	50.31	9.09	59.40
Rate 6	56.90	10.28	67.18	56.90	10.28	67.18