



DECISION

Fair Work Act 2009
s.217—Enterprise agreement

Edith Cowen University
(AG2020/2395)

EDITH COWAN UNIVERSITY ENTERPRISE AGREEMENT 2017

Educational services

COMMISSIONER WILLIAMS

PERTH, 26 AUGUST 2020

Application for variation of the Edith Cowan University Enterprise Agreement 2017.

[1] An application has been made by Edith Cowen University pursuant to section 217 of the *Fair Work Act 2009* (the Act) to vary the *Edith Cowan University Enterprise Agreement 2017* (the Agreement) to remove ambiguity and uncertainty.

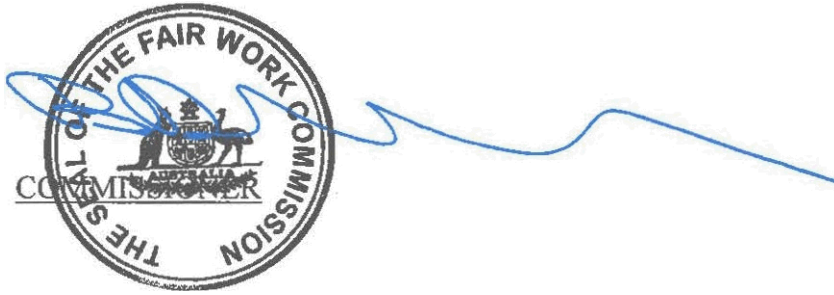
[2] The National Tertiary Education Industry Union was invited to provide its view on the application and has advised it supports the variation.

[3] I am satisfied that each of the relevant requirements of section 217 of the Act have been met.

[4] In order to remove ambiguity and uncertainty caused by a typographical error found in column E in Schedule 1 – Salaries and Rates for HEW Level 6/7 at step 900, HEW Level 7 at step 500 and HEW Level 7/8 at step 500 of the Agreement, I order that the Agreement be varied as follows:

1. Schedule 1 – Salaries and Rates be replaced by the corrected Schedule 1 – Salaries and Rates attached as Annexure A to this decision.

[5] Accordingly, the application is granted and the variation operates on and from the date of this decision.



Printed by authority of the Commonwealth Government Printer

<AE427411 PR722129>

ANNEXURE A

Edith Cowan University Enterprise Agreement 2017

SCHEDULE 1 – SALARIES AND RATES

Part 1 – Professional Employee Salary Scales

PROFESSIONAL EMPLOYEES		COLUMN A Current Rates	COLUMN B \$pa \$1600 Effective	COLUMN C \$ pa 1.5% Effective	COLUMN D \$pa \$1600 Effective	COLUMN E \$ pa 1.6% Effective
Description	Step	2017	Jan 2018	Jan 2019	Jan 2020	Jan 2021
HEW LEVEL 1	100	\$46,705	\$48,305	\$49,030	\$50,630	\$51,440
	200	\$48,284	\$49,884	\$50,632	\$52,232	\$53,068
	300	\$49,866	\$51,466	\$52,238	\$53,838	\$54,699
HEW LEVEL 1/2	100	\$46,705	\$48,305	\$49,030	\$50,630	\$51,440
	200	\$48,284	\$49,884	\$50,632	\$52,232	\$53,068
	300	\$49,866	\$51,466	\$52,238	\$53,838	\$54,699
	400	\$51,447	\$53,047	\$53,843	\$55,443	\$56,330
	500	\$52,239	\$53,839	\$54,647	\$56,247	\$57,147
	600	\$53,029	\$54,629	\$55,448	\$57,048	\$57,961
HEW LEVEL 2	100	\$51,447	\$53,047	\$53,843	\$55,443	\$56,330
	200	\$52,239	\$53,839	\$54,647	\$56,247	\$57,147
	300	\$53,029	\$54,629	\$55,448	\$57,048	\$57,961
HEW LEVEL 2/3	100	\$51,447	\$53,047	\$53,843	\$55,443	\$56,330
	200	\$52,239	\$53,839	\$54,647	\$56,247	\$57,147
	300	\$53,029	\$54,629	\$55,448	\$57,048	\$57,961
	400	\$54,084	\$55,684	\$56,519	\$58,119	\$59,049
	500	\$55,663	\$57,263	\$58,122	\$59,722	\$60,677
	600	\$57,241	\$58,841	\$59,724	\$61,324	\$62,305
	700	\$58,826	\$60,426	\$61,332	\$62,932	\$63,939
	800	\$60,407	\$62,007	\$62,937	\$64,537	\$65,570
HEW LEVEL 3	100	\$54,084	\$55,684	\$56,519	\$58,119	\$59,049
	200	\$55,663	\$57,263	\$58,122	\$59,722	\$60,677
	300	\$57,241	\$58,841	\$59,724	\$61,324	\$62,305
	400	\$58,826	\$60,426	\$61,332	\$62,932	\$63,939
	500	\$60,407	\$62,007	\$62,937	\$64,537	\$65,570
HEW LEVEL 3/4	100	\$54,084	\$55,684	\$56,519	\$58,119	\$59,049
	200	\$55,663	\$57,263	\$58,122	\$59,722	\$60,677
	300	\$57,241	\$58,841	\$59,724	\$61,324	\$62,305
	400	\$58,826	\$60,426	\$61,332	\$62,932	\$63,939
	500	\$60,407	\$62,007	\$62,937	\$64,537	\$65,570
	600	\$61,613	\$63,213	\$64,161	\$65,761	\$66,813
	700	\$63,722	\$65,322	\$66,302	\$67,902	\$68,988
	800	\$65,829	\$67,429	\$68,440	\$70,040	\$71,161

PROFESSIONAL EMPLOYEES		COLUMN A Current Rates	COLUMN B \$ pa \$1600 Effective	COLUMN C \$ pa 1.5% Effective	COLUMN D \$ pa \$1600 Effective	COLUMN E \$ pa 1.6% Effective
Description	Step	2017	Jan 2018	Jan 2019	Jan 2020	Jan 2021
HEW LEVEL 4	100	\$61,613	\$63,213	\$64,161	\$65,761	\$66,813
	200	\$63,722	\$65,322	\$66,302	\$67,902	\$68,988
	300	\$65,829	\$67,429	\$68,440	\$70,040	\$71,161
HEW LEVEL 4A <i>(no longer used)</i>	999	\$69,519	\$71,119	\$72,186	\$73,786	\$74,966
HEW LEVEL 4/5	100	\$61,613	\$63,213	\$64,161	\$65,761	\$66,813
	200	\$63,722	\$65,322	\$66,302	\$67,902	\$68,988
	300	\$65,829	\$67,429	\$68,440	\$70,040	\$71,161
	400	\$67,861	\$69,461	\$70,503	\$72,103	\$73,257
	500	\$70,493	\$72,093	\$73,174	\$74,774	\$75,971
	600	\$73,127	\$74,727	\$75,848	\$77,448	\$78,687
	700	\$75,762	\$77,362	\$78,522	\$80,122	\$81,404
HEW LEVEL 5	100	\$67,861	\$69,461	\$70,503	\$72,103	\$73,257
	200	\$70,493	\$72,093	\$73,174	\$74,774	\$75,971
	300	\$73,127	\$74,727	\$75,848	\$77,448	\$78,687
	400	\$75,762	\$77,362	\$78,522	\$80,122	\$81,404
HEW LEVEL 5/6	100	\$67,861	\$69,461	\$70,503	\$72,103	\$73,257
	200	\$70,493	\$72,093	\$73,174	\$74,774	\$75,971
	300	\$73,127	\$74,727	\$75,848	\$77,448	\$78,687
	400	\$75,762	\$77,362	\$78,522	\$80,122	\$81,404
	500	\$76,978	\$78,578	\$79,757	\$81,357	\$82,658
	600	\$79,082	\$80,682	\$81,892	\$83,492	\$84,828
	700	\$81,193	\$82,793	\$84,035	\$85,635	\$87,005
	800	\$83,302	\$84,902	\$86,176	\$87,776	\$89,180
HEW LEVEL 5/6A <i>(no longer used)</i>	999	\$85,625	\$87,255	\$88,533	\$90,133	\$91,576
HEW LEVEL 6	100	\$76,978	\$78,578	\$79,757	\$81,357	\$82,658
	200	\$79,082	\$80,682	\$81,892	\$83,492	\$84,828
	300	\$81,193	\$82,793	\$84,035	\$85,635	\$87,005
	400	\$83,302	\$84,902	\$86,176	\$87,776	\$89,180
HEW LEVEL 6/7	100	\$76,978	\$78,578	\$79,757	\$81,357	\$82,658
	200	\$79,082	\$80,682	\$81,892	\$83,492	\$84,828
	300	\$81,193	\$82,793	\$84,035	\$85,635	\$87,005
	400	\$83,302	\$84,902	\$86,176	\$87,776	\$89,180
	500	\$84,311	\$85,911	\$87,200	\$88,800	\$90,220
	600	\$86,949	\$88,549	\$89,877	\$91,477	\$92,941
	700	\$89,580	\$91,180	\$92,548	\$94,148	\$95,654

Edith Cowan University Enterprise Agreement 2017

PROFESSIONAL EMPLOYEES		COLUMN A Current Rates	COLUMN B \$ pa \$1600 Effective	COLUMN C \$ pa 1.5% Effective	COLUMN D \$ pa \$1600 Effective	COLUMN E \$ pa 1.6% Effective
Description	Step	2017	Jan 2018	Jan 2019	Jan 2020	Jan 2021
	800	\$92,216	\$93,816	\$95,223	\$96,823	\$98,372
	900	\$94,851	\$96,451	\$97,898	\$99,498	\$101,090
HEW LEVEL 7	100	\$84,311	\$85,911	\$87,200	\$88,800	\$90,220
	200	\$86,949	\$88,549	\$89,877	\$91,477	\$92,941
	300	\$89,580	\$91,180	\$92,548	\$94,148	\$95,654
	400	\$92,216	\$93,816	\$95,223	\$96,823	\$98,372
	500	\$94,851	\$96,451	\$97,898	\$99,498	\$101,090
HEW LEVEL 7/8	100	\$84,311	\$85,911	\$87,200	\$88,800	\$90,220
	200	\$86,949	\$88,549	\$89,877	\$91,477	\$92,941
	300	\$89,580	\$91,180	\$92,548	\$94,148	\$95,654
	400	\$92,216	\$93,816	\$95,223	\$96,823	\$98,372
	500	\$94,851	\$96,451	\$97,898	\$99,498	\$101,090
	600	\$96,958	\$98,558	\$100,036	\$101,636	\$103,263
	700	\$100,648	\$102,248	\$103,782	\$105,382	\$107,068
	800	\$105,391	\$106,991	\$108,596	\$110,196	\$111,959
	900	\$109,606	\$111,206	\$112,874	\$114,474	\$116,306
HEW LEVEL 8	100	\$96,958	\$98,558	\$100,036	\$101,636	\$103,263
	200	\$100,648	\$102,248	\$103,782	\$105,382	\$107,068
	300	\$105,391	\$106,991	\$108,596	\$110,196	\$111,959
	400	\$109,606	\$111,206	\$112,874	\$114,474	\$116,306
HEW LEVEL 8/9	100	\$96,958	\$98,558	\$100,036	\$101,636	\$103,263
	200	\$100,648	\$102,248	\$103,782	\$105,382	\$107,068
	300	\$105,391	\$106,991	\$108,596	\$110,196	\$111,959
	400	\$109,606	\$111,206	\$112,874	\$114,474	\$116,306
	500	\$112,002	\$113,602	\$115,306	\$116,906	\$118,777
	600	\$114,639	\$116,239	\$117,983	\$119,583	\$121,496
	700	\$117,275	\$118,875	\$120,658	\$122,258	\$124,214
HEW LEVEL 9	100	\$112,002	\$113,602	\$115,306	\$116,906	\$118,777
	200	\$114,639	\$116,239	\$117,983	\$119,583	\$121,496
	300	\$117,275	\$118,875	\$120,658	\$122,258	\$124,214
HEW LEVEL 10	100	\$130,546	\$132,146	\$134,128	\$135,728	\$137,900

Part 2 – Academic Employee Salary Scales

ACADEMIC EMPLOYEES		COLUMN A Current Rates	COLUMN B \$pa \$1600 Effective	COLUMN C \$ pa 1.5% Effective	COLUMN D \$pa \$1600 Effective	COLUMN E \$ pa 1.6% Effective
Class	Step	2017	Jan 2018	Jan 2019	Jan 2020	Jan 2021
ALEVA	001	\$67,273	\$68,873	\$69,906	\$71,506	\$72,650
	002	\$71,110	\$72,710	\$73,801	\$75,401	\$76,607
	003	\$74,949	\$76,549	\$77,697	\$79,297	\$80,566
	004	\$78,788	\$80,388	\$81,594	\$83,194	\$84,525
	005	\$81,908	\$83,508	\$84,761	\$86,361	\$87,742
	***006	\$85,025	\$86,625	\$87,924	\$89,524	\$90,957
	007	\$88,144	\$89,744	\$91,090	\$92,690	\$94,173
	008	\$91,262	\$92,862	\$94,255	\$95,855	\$97,389
ALEVB	001	\$95,979	\$97,579	\$99,043	\$100,643	\$102,253
	002	\$99,582	\$101,182	\$102,700	\$104,300	\$105,969
	003	\$103,175	\$104,775	\$106,347	\$107,947	\$109,674
	004	\$106,778	\$108,378	\$110,004	\$111,604	\$113,389
	005	\$110,375	\$111,975	\$113,655	\$115,255	\$117,099
	006	\$113,978	\$115,578	\$117,312	\$118,912	\$120,814
ALEVC	001	\$117,573	\$119,173	\$120,961	\$122,561	\$124,522
	002	\$121,174	\$122,774	\$124,616	\$126,216	\$128,235
	003	\$124,771	\$126,371	\$128,267	\$129,867	\$131,944
	004	\$128,371	\$129,971	\$131,921	\$133,521	\$135,657
	005	\$131,967	\$133,567	\$135,571	\$137,171	\$139,365
	006	\$135,570	\$137,170	\$139,228	\$140,828	\$143,081
ALEVD	001	\$141,569	\$143,169	\$145,317	\$146,917	\$149,267
	002	\$146,367	\$147,967	\$150,187	\$151,787	\$154,215
	003	\$151,164	\$152,764	\$155,055	\$156,655	\$159,162
	004	\$155,963	\$157,563	\$159,926	\$161,526	\$164,111
ALEVE	001	\$182,362	\$183,962	\$186,721	\$188,321	\$191,335

*** Level A 006 is the minimum classification level for Academic Employees with a PhD or Academic Employees who are unit co-ordinators.

Part 3 – Casual Academic Employee Salary Scales

The following casual academic rates are inclusive of casual loading for work performed:

Code	Academic Activity Delivery: On-Campus and/or On-Line	Effective on Approval	\$ pa \$1600 Effective Jan 2018	\$ pa 1.5% Effective Jan 2019	\$ pa \$1600 Effective Jan 2018	\$ pa 1.6% Effective Jan 2019
LECTURING						
A1	Specialised Lecture (1hr delivery, 4hrs associated work time)	319.17	323.27	328.12	333.23	338.56
A3	Normal Lecture (1hr deliver, 2hrs associated work time)	191.51	193.96	196.87	199.94	203.14
A4	Repeat Lecture (1hr delivery, 1hr associated work time)	127.67	129.31	131.25	133.29	135.42
A17	Developed Lecture (1hr delivery, 3hrs associated work time)	255.33	258.61	262.49	266.58	270.85
A18	Initial Lecture (Arts and Design)	191.51	193.96	196.87	199.94	203.14
TUTORING						
A5	Normal Tutorial (1hr delivery, 2hrs associated work time)	136.74	139.38	141.47	144.54	146.85
A6	Repeat Tutorial (1hr delivery, 1hr associated work time)	91.17	92.92	94.31	96.36	97.90
A18.1	Supervision / Demonstration (Arts and Design)	63.84	64.65	65.62	66.65	67.71
MARKING						
A21	Simple Marking	45.58	46.46	47.16	48.18	48.95
A32	Standard Marking	54.50	55.35	56.18	57.20	58.12
A17.1	Complex Marking	63.84	64.65	65.62	66.65	67.71
OTHER						
A31	Other Required Academic Activity	45.58	46.46	47.16	48.18	48.95
A5C	Full Unit Coordination Duties	54.50	55.35	56.18	57.20	58.12
A33	Writing Units (per hour)	63.84	64.65	65.62	66.65	67.71
A15.1	Lecturer (Access Program)	103.74	104.76	106.33	107.35	109.07
A14	Lecturer (Community Program)	82.99	84.01	85.27	86.29	87.67
008	Practice Supervision	43.99	44.01	44.67	45.69	46.42
MUSIC						
A24	Music Accompanying (1hr delivery, 1hr preparation time)	91.17	92.92	94.31	96.36	97.90
A7	Vocal / Instrumental Tuition of Music	91.17	92.92	94.31	96.36	97.90
A9	Class Tuition	136.74	139.38	141.47	144.54	146.85
A10	Individual Tuition	91.17	92.92	94.31	96.36	97.90
A11	Repetiteur	63.84	64.65	65.62	66.65	67.71
A8	Demonstration	45.58	46.46	47.16	48.18	48.95

EXPLANATION OF MARKING RATES

Separate payment will be made for all marking. Marking of student assessment items may or may not require feedback, and within these categories may be simple, standard or complex.

1. Marking of student assessment that does not require feedback

Marking of student assessment will be paid on an hourly basis calculated in accordance with the following table:

Type of Marking	Marking Rate	Effective on approval
Simple marking Marking is simple when the marker is able to recognize the correct answer by application of a marking template, and is required to do no more than record which answers are correct and determine the marks for each and the overall mark for the assessment.	8 pieces of assessment per hour	45.58
Standard marking All other marking that is not simple or complex is standard marking.	5 pieces of assessment per hour	54.50
Complex marking Marking is complex when the marker is required to exercise substantial academic judgment in the evaluation of the assessment.	3 pieces of assessment per hour	63.84

2. Marking of student assessment that does require feedback

Marking of student assessment will be paid on an hourly basis calculated in accordance with the following table:

Type of Marking	Marking Rate	Effective on approval
Simple marking Marking is simple when the marker is easily able to recognize the correct answer, and is required to provide brief feedback.	6 pieces of assessment per hour	45.58
Standard marking Standard marking refers to marking which includes brief feedback and does not require detailed analysis.	4 pieces of assessment per hour	54.50
Complex marking Marking is complex when the marker is required to exercise substantial academic judgement and to give detailed feedback to the students explaining how their work might have been improved, such that a student who learned from this feedback could improve their mark in any similar future assignment.	2 pieces of assessment per hour	63.84

EXPLANATION OF OTHER REQUIRED ACADEMIC ACTIVITY

Code	OTHER REQUIRED ACADEMIC ACTIVITY	Effective on Approval
A31	Other Required Academic Activity	45.58
A5C	If academic performs full unit coordination duties	54.50
A33	Other Duties involving Writing Units	63.84

A31 Other Required Academic Activity

A casual academic required to perform any Other Required Academic Activity, will be paid at an hourly rate for each hour of such activity delivered as required and demonstrated to have been performed.

Other Required Academic Activity includes work that a casual academic is required to perform, being work of the following nature:

- (a) The conduct of practical classes, demonstrations, workshops, student field excursions;
- (b) The conduct of clinical sessions;
- (c) Attendance at Work Unit and or School meetings as required;
- (d) Development of teaching and course materials such as the preparation of course guides and reading lists and basic activities associated with subject coordination; (where full unit coordination is required, payment will be the A5C rate);
- (e) Consultation with students beyond that associated with Lecturing and/or Tutorial activities;
- (f) Participation in training programs and induction sessions;
- (g) Activities associated with performance and visual arts classes; and
- (h) Monitoring and supporting students enrolled in online units of study.

The above list is not intended to be exhaustive, but is provided by way of examples and guidance.

A5C Full Unit Coordination Duties

A casual academic required to perform Other Duties involving Full Unit Coordination will be paid at an hourly rate for each hour of such activity delivered as required and demonstrated to have been performed.

A33 Writing Units Duties

A casual academic required to perform Other Duties involving Writing Units will be paid at an hourly rate for each hour of such activity delivered as required and demonstrated to have been performed.