

Academic staff salary rates
3% effective from the first full pay on or after 07.10.2026

LEVEL/TITLE	YEAR	ANNUAL RATE (\$)	FORTNIGHTLY RATE (\$)	HOURLY	HOURLY RATE + 25% casual loading (\$)
Level A Associate Lecturer	1	83,458	3198.94	42.65	53.32
	2	88,054	3375.10	45.00	56.25
	3	92,637	3550.77	47.34	59.18
	4	97,242	3727.28	49.70	62.12
	5	100,974	3870.32	51.60	64.51
	6*	104,706	4013.37	53.51	66.89
	7	108,437	4156.38	55.42	69.27
	8	112,174	4299.62	57.33	71.66
Level B Lecturer	1	117,916	4519.71	60.26	75.33
	2	122,223	4684.80	62.46	78.08
	3	126,525	4849.69	64.66	80.83
	4	130,842	5015.16	66.87	83.59
	5	135,140	5179.90	69.07	86.33
	6	139,454	5345.26	71.27	89.09
Level C Senior Lecturer	1	143,755	5510.12	73.47	91.84
	2	148,067	5675.39	75.67	94.59
	3	152,367	5840.21	77.87	97.34
	4	156,676	6005.38	80.07	100.09
	5	160,981	6170.39	82.27	102.84
	6	165,287	6335.44	84.47	105.59
Level D Associate Professor	1	172,469	6610.72	88.14	110.18
	2	178,205	6830.58	91.07	113.84
	3	183,950	7050.79	94.01	117.51
	4	189,701	7271.22	96.95	121.19
Level E Professor	1	221,283	8481.76	113.09	141.36

* Minimum for an academic with a relevant Doctoral qualification or responsible for subject co-ordination required to carry out full subject co-ordination activities.

Note: These salary rates apply where employment is governed by the Southern Cross University Enterprise Agreement. Where employment is governed by other industrial instruments salary arrangements may differ.

Non-Casuals effective from pay period commencing 09/10/2026
Casual effective from pay period commencing 16/10/2026