

Academic staff salary rates
3.5% effective from the first full pay on or after 07.10.2025

LEVEL/TITLE	YEAR	ANNUAL RATE (\$)	FORTNIGHTLY RATE (\$)	HOURLY	HOURLY RATE + 25% casual loading (\$)
Level A Associate Lecturer	1	81,027	3105.76	41.41	51.76
	2	85,489	3276.79	43.69	54.61
	3	89,939	3447.35	45.96	57.46
	4	94,410	3618.73	48.25	60.31
	5	98,033	3757.60	50.10	62.63
	6*	101,656	3896.47	51.95	64.94
	7	105,279	4035.33	53.80	67.26
	8	108,907	4174.40	55.66	69.57
Level B Lecturer	1	114,482	4388.08	58.51	73.13
	2	118,663	4548.34	60.64	75.81
	3	122,840	4708.45	62.78	78.47
	4	127,031	4869.09	64.92	81.15
	5	131,204	5029.04	67.05	83.82
	6	135,392	5189.56	69.19	86.49
Level C Senior Lecturer	1	139,568	5349.63	71.33	89.16
	2	143,754	5510.08	73.47	91.83
	3	147,929	5670.11	75.60	94.50
	4	152,113	5830.48	77.74	97.17
	5	156,292	5990.66	79.88	99.84
	6	160,473	6150.92	82.01	102.52
Level D Associate Professor	1	167,446	6418.19	85.58	106.97
	2	173,015	6631.65	88.42	110.53
	3	178,592	6845.42	91.27	114.09
	4	184,176	7059.45	94.13	117.66
Level E Professor	1	214,838	8234.72	109.80	137.25

* 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 10/10/2025
Casual effective from pay period commencing 17/10/2025