

**ESTIMATED UNIVERSITY ACADEMIC SALARIES SCALE**

Salary Level	2012				2013				2014				2015				2016			
	ARC Salary + 28% on- costs	University Additional 1.81% on- costs	Total \$	Salary Rate as at 30/06/12	ARC Salary + 28% on- costs	University Additional 1.81% on- costs	Total \$	Salary Rate as at 30/06/13	ARC Salary + 28% on- costs	University Additional 1.81% on- costs	Total \$	Salary Rate as at 30/06/14	ARC Salary + 28% on- costs	University Additional 1.81% on- costs	Total \$	Salary Rate as at 30/06/2015	ARC Salary + 28% on- costs	University Additional 1.81% on- costs	Total \$	Salary Rate as at 31/03/16
Level A, Step 1	84,403	1,194	85,597	\$65,940	88,028	1,245	89,273	\$68,772	91,809	1,298	93,107	\$71,726	95,752	1,354	97,106	\$74,806	99,865	1,412	101,277	\$78,019
Level A, Step 2	87,749	1,241	88,990	\$68,554	91,517	1,294	92,812	\$71,498	95,448	1,350	96,798	\$74,569	99,548	1,408	100,955	\$77,772	103,823	1,468	105,291	\$81,112
Level A, Step 3	91,094	1,288	92,382	\$71,167	95,005	1,343	96,349	\$74,223	99,086	1,401	100,487	\$77,411	103,342	1,461	104,803	\$80,736	107,780	1,524	109,304	\$84,203
Level A, Step 4	94,438	1,335	95,774	\$73,780	98,495	1,393	99,887	\$76,949	102,725	1,453	104,178	\$80,254	107,137	1,515	108,652	\$83,701	111,739	1,580	113,319	\$87,296
Level A, Step 5	99,073	1,401	100,474	\$77,401	103,328	1,461	104,789	\$80,725	107,766	1,524	109,290	\$84,192	112,394	1,589	113,984	\$87,808	117,222	1,658	118,879	\$91,580
<b>Salary Levels for Research Associate</b>																				
Level B, Step 1	106,792	1,510	108,302	\$83,431	111,379	1,575	112,954	\$87,015	116,163	1,643	117,806	\$90,752	121,152	1,713	122,865	\$94,650	126,356	1,787	128,142	\$98,715
Level B, Step 2	110,648	1,565	112,213	\$86,444	115,401	1,632	117,033	\$90,157	120,357	1,702	122,059	\$94,029	125,527	1,775	127,302	\$98,068	130,918	1,851	132,769	\$102,280
Level B, Step 3	114,511	1,619	116,131	\$89,462	119,429	1,689	121,118	\$93,304	124,559	1,761	126,320	\$97,311	129,908	1,837	131,745	\$101,491	135,488	1,916	137,404	\$105,850
Level B, Step 4	118,388	1,674	120,042	\$92,475	123,452	1,746	125,198	\$96,447	128,754	1,821	130,575	\$100,589	134,284	1,899	136,183	\$104,910	140,052	1,980	142,032	\$109,416
Level B, Step 5	123,500	1,746	125,246	\$96,484	128,804	1,821	130,625	\$100,628	134,336	1,900	136,236	\$104,950	140,106	1,981	142,087	\$109,458	146,123	2,066	148,190	\$114,159
<b>Salary Levels for Senior Research Associate</b>																				
Level C, Step 1	129,951	1,838	131,788	\$101,524	135,533	1,917	137,449	\$105,885	141,354	1,999	143,353	\$110,433	147,425	2,085	149,510	\$115,176	153,757	2,174	155,931	\$120,123
Level C, Step 2	133,810	1,892	135,702	\$104,539	139,557	1,973	141,531	\$109,029	145,551	2,058	147,609	\$113,712	151,803	2,147	153,949	\$118,596	158,322	2,239	160,561	\$123,689
Level C, Step 3	137,670	1,947	139,617	\$107,555	143,584	2,030	145,614	\$112,175	149,751	2,118	151,869	\$116,993	156,183	2,209	158,391	\$122,018	162,891	2,303	165,194	\$127,258
Level C, Step 4	141,528	2,001	143,530	\$110,569	147,607	2,087	149,694	\$115,318	153,947	2,177	156,124	\$120,271	160,559	2,270	162,829	\$125,437	167,455	2,368	169,823	\$130,824
Level C, Step 5	146,701	2,074	148,775	\$114,610	153,001	2,164	155,164	\$119,532	159,572	2,256	161,829	\$124,666	166,426	2,353	168,779	\$130,020	173,574	2,454	176,028	\$135,605
<b>Salary Levels for Levels D &amp; E</b>																				
Level D, Step 1	156,965	2,220	159,185	\$122,629	163,707	2,315	166,022	\$127,896	170,738	2,414	173,152	\$133,389	178,071	2,518	180,589	\$139,118	185,719	2,626	188,346	\$145,093
Level D, Step 2	162,112	2,292	164,404	\$126,650	169,075	2,391	171,466	\$132,090	176,337	2,494	178,830	\$137,763	183,911	2,601	186,511	\$143,680	191,810	2,712	194,522	\$149,851
Level D, Step 3	168,532	2,383	170,916	\$131,666	175,771	2,486	178,256	\$137,321	183,320	2,592	185,913	\$143,219	191,194	2,704	193,897	\$149,370	199,406	2,820	202,225	\$155,786
Level E, Step 1	195,565	2,765	198,330	\$152,785	203,965	2,884	206,850	\$159,348	212,726	3,008	215,734	\$166,192	221,862	3,137	225,000	\$173,330	231,391	3,272	234,663	\$180,774

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