

# Clarification of the TEU Academic Staff Member's Salaries Table

The salaries table for academic staff in the TEU collective displays annual pay rates for salaried staff and hourly pay rates for timesheet staff.  
The presentation of the collective has confused some salaried staff.  
The tables and calculations below provide clarity.

Note that the calculation for the hourly rate for timesheet staff (who are generally teaching staff) includes a component that recognises they do not get the discretionary leave or the 5th week of annual leave that their salaried colleagues get. The resulting hourly rate is therefore higher than the hourly rate for salaried staff.

**TEU Academic Staff Members' Salaries**  
*Rates Displayed in the TEU Collective*  
**1 January 2025**

	Annual Salary (Full-time)	Timesheet Staff Hourly Rate
	1-Jan-25	1-Jan-25
TUTORIAL ASSISTANT		
1		
2		
3		
4	44,895	28.34
5	46,814	29.55
6	48,736	30.76
7	50,654	31.97
8	52,574	33.18
ACADEMIC STAFF MEMBER		
1	58,363	36.84
2	61,797	39.00
3	64,290	40.58
4	66,791	42.16
5	69,284	43.73
6	71,776	45.30
7	74,274	46.88
8	76,766	48.45
Merit Bar		
9	79,259	50.03
10	81,761	51.61
11	84,251	53.18
SENIOR ACADEMIC STAFF MEMBER		
Min	84,251	53.18
Max	94,017	59.34
PRINCIPAL ACADEMIC STAFF MEMBER		
Min	86,398	54.53
Max	109,256	68.96

**Hourly Rate Information for Salaried Staff**  
*Rates Not Displayed in the TEU Collective*  
**1 January 2025**

Hourly Rate for Salaried Teaching Academics	Hourly Rate for Salaried Non- Teaching Academics
1-Jan-25	1-Jan-25
28.0096	
31.0938	29.8532
32.9233	31.6097
34.2515	32.8849
35.5839	34.1642
36.9121	35.4394
38.2397	36.7141
39.5706	37.9918
40.8982	39.2665
42.2264	40.5417
43.5594	41.8215
44.8860	43.0951
44.8860	43.0951
50.0890	48.0905
46.0298	44.1934
58.2078	55.8854

Salaried Teaching Academics: Divide the annual salary by 1877

(this is the number of paid hours in a year for someone who works 36 hours per week for 52.14 weeks in a year)

Salaried Non-teaching Academics: Divide the annual salary by 1955

(this is the number of paid hours in a year for someone who works 37.5 hours per week for 52.14 weeks in a year)

Timesheet Staff: *Requires a 2 step process*

*Step 1* Divide the annual salary by 1467, and then

*Step 2* divide by 1.08

(1467 is the number of paid hours in a year for someone who works 34 hours per week for 43.14 weeks in a year)

(Note that a 34 hour week was phased out some years ago but this calculation method was not renegotiated)