



Curtin University

# Curtin Research Fellowships

Guidelines  
For funding commencing in  
2017

---

**CLOSING DATE: Monday, 8<sup>th</sup> August 2016 – 9:00am GMT+8:00**

FOR FURTHER INFORMATION:

Telephone: (+61 8) 9266 4248

Email: [ord-grants@curtin.edu.au](mailto:ord-grants@curtin.edu.au)

Website: <http://research.curtin.edu.au/research-funding/fellowships.cfm>

## 1. OVERVIEW

This document is intended to assist applicants in the completion and submission of *Curtin Research Fellowship* proposals for funding commencing in 2017.

Applications must be completed and submitted electronically using the Fellowship Online Application System accessed through the Curtin website at <http://research.curtin.edu.au/research-funding/fellowships.cfm>

### FastTrack Option:

If you have recently applied for an ARC / NHMRC Fellowship scheme and would like to be considered for a Curtin Research Fellowship, Curtin invites you to submit your full ARC / NHMRC application directly to this program.

Please ensure you tick the “Fast Track Application” section in the Online Application form and attach a copy of your full ARC/NHMRC Fellowship application.

## 2. KEY DATES

Wednesday, 6 July 2016 9:00am (GMT +8:00)	Applications open
Monday, 8 August 2016 9:00am (GMT +8:00)	<b>Applications close</b>
August 2016	Applications reviewed. Unsuccessful applicants notified. Shortlisted applicants contacted for interview.
Early September 2016	Recommendations submitted to the Deputy Vice-Chancellor Research & Development for approval.  DVC R&D determines final number of offers to be made.
Late September 2016	All shortlisted applicants notified of outcome.

## 3. KEY CONTACTS

General administrative or system enquiries should be directed to:

ORD Grants  
Office of Research & Development  
Tel: (+618) 9266 4231  
Email: [ORD-Grants@curtin.edu.au](mailto:ORD-Grants@curtin.edu.au)

### Head of Recruiting Area

The Head of the Recruiting Area (please note that the Dean of Research is not the Head of recruiting area) should be the first point of contact in each Faculty for applicants to discuss their research proposal. If you are unsure of the appropriate area for your research, please contact the ORD Fellowship Officer. All applications must have the approval of the Head of Recruiting Area and Dean of Research *prior to submission* to be considered eligible.

A full list of Curtin teaching areas is available at: <http://find.curtin.edu.au/indexaz/indexschools.cfm>

## Faculty Deans of Research

Curtin Business School	Professor Fran Ackermann Tel: (+618) 9266 1835 Email: <a href="mailto:Fran.Ackermann@curtin.edu.au">Fran.Ackermann@curtin.edu.au</a>
Faculty of Health Sciences	Professor Torbjorn Falkmer Tel: (+618) 9266 9051 Email: <a href="mailto:T.Falkmer@curtin.edu.au">T.Falkmer@curtin.edu.au</a>
Faculty of Humanities	Professor Tim Dolin (+618) 9266 7875 Email: <a href="mailto:t.dolin@curtin.edu.au">t.dolin@curtin.edu.au</a>
Faculty of Science & Engineering	Professor Craig Buckley Tel: (+618) 9266 3532 Email: <a href="mailto:c.buckley@curtin.edu.au">c.buckley@curtin.edu.au</a>

## 4. BACKGROUND

The Curtin University Research Fellowship Scheme supports the University's commitment to be a research intensive university. The scheme is highly competitive and amongst the most prized university Fellowship schemes in Australia.

The call for applications in 2016, for commencement in early 2017, refers to a targeted research-only Fellowship. Eligible applicants are able to apply for a Fellowship level appropriate to their record of research, and must be able to demonstrate an exceptionally strong record of research, according to opportunity.

Curtin University has research strengths in the following areas:

- *Minerals and energy*
- *ICT and emerging technologies*
- *Health*
- *Sustainable development*

Curtin has four academic faculties that contribute to the research strengths, through identified core research themes and areas as follows:

### Curtin Business School

Public policy (including housing and property, population, infrastructure, regional and rural development); energy and minerals economics; labour (employment relations and HR) and human resources; organisational behaviour and strategy; health and sustainable tourism; the digital economy concentrating on decision analysis and big data; governance, tax and regulation; finance, business performance; and corporate social responsibility; logistics, asset management and supply chain management, and media and brand management.

### Faculty of Health Sciences

Metabolic Health (including Physical Activity, Food science and Nutrition ), Biosciences (including Cell Biology, Cancer and Chronic diseases), Pharmaceutical sciences (including drug discovery), Neurosciences

(including Psychology, Cognitive Sciences and Mental Health), Rehabilitation and Exercise Sciences, and Public Health and Health Informatics.

### **Faculty of Humanities**

Creative, cultural and critical inquiry; New knowledge environments; and Sustainability. These themes encompass a wide range of research and creative practice across four schools (Built Environment; Design and Art; Education; and Media, Culture and Creative Arts) and multiple centres; most notably the Australia-Asia-Pacific-Institute; Centre for Culture and Technology; Curtin University Sustainability Policy Institute; and Centre for Human Rights Education. The Faculty's special-focus fields of research are Building; Urban and regional planning; Education; Communication and media studies; and Cultural studies.

### **Faculty of Science and Engineering**

High-quality fundamental and applied research. Established and emerging research strengths lie in the areas of radio astronomy; analytical and physical chemistry; geosciences; spatial sciences; chemical, civil, mechanical and electrical engineering; environmental science and agriculture; past and present biodiversity and climates, energy, petroleum, minerals and mining engineering; theoretical and applied physics; mathematics and computing.

### **Centre for Aboriginal Studies**

The Centre for Aboriginal Studies (CAS) aspires to contribute to positive social change for Indigenous Australians through higher education and research. CAS contributes to Curtin's research portfolio in many areas, some of which concern Indigenous people and sport; Indigenous people and social justice; and approaches to strengthening the wellbeing, participation and life chances of future generations. CAS also engages in collaborative research with the faculties of Curtin University into areas such as Indigenous health, sustainability, justice, tourism and business.

Applications for the Curtin Research Fellowships and the Curtin Indigenous Research Fellowships are called for researchers at all levels, from early career through to senior researchers, from all discipline areas. Applicants must have an excellent track record in research in their discipline area.

## **5. GENERAL CONSIDERATIONS**

The objectives of the Curtin Research Fellowship Scheme are to attract external and (with conditions) internal applicants to:

- substantially enhance Curtin's research capacity, capability and performance;
- increase Curtin's pool of higher degree by research supervisors; and,
- attract and retain highly talented staff with excellent potential for providing future academic leadership at Curtin.

Each Fellow will receive competitive remuneration and a contribution towards the cost of the Fellow's research project. Fellows will be expected to:

- progressively gain national competitive grant funding to support their own research;
- undertake supervision of postgraduate research students associated with their research project; and
- give high priority to the publication of results in journals and other scholarly media of international standing appropriate to the research discipline.

A Fellow will be appointed as a staff member within the Recruiting Area or University Research Institute/Centre sponsoring the Fellowship application.

Fellowships will be for a period of up to four years as a research-only appointment. With the support of the Recruiting Area a Research Fellowship may be awarded for five years on the basis of an 80 percent research and 20 percent teaching appointment (with 20 percent of the total cost of employment provided by the Recruiting Area).

### **Appointment Details and Benefits**

Fellows will be expected to commence appointment between 1 January and 28 February 2017.

Fellows who have been awarded their PhD on or after 01 March 2011 (Early Career Fellows) will generally be remunerated at the ALB salary scale with the appointment for the first year being made at the first point of the scale. Fellows who have been awarded their PhD prior to 01 March 2011 (Senior Research Fellows) will generally be remunerated at the ALC salary scale with the appointment for the first year being made at the first point of the scale. Exceptions to the above are to be negotiated with the relevant Head of Area. Increments within the salary level are awarded annually. Current salary scales are provided at *Appendix A*.

Curtin employee benefits include up to 17 percent employer superannuation contribution, a comprehensive salary packaging program, and flexible and family friendly work practices.

Research support of up to \$15,000 will be provided in the first year and support of up to \$10,000, \$3,000 and \$2,000 respectively will be provided in years two, three and four. It is expected that the Fellow's research record will move progressively towards self-funding during the four year appointment period through success in externally-funded grant applications.

Fellows are encouraged to participate fully into the activities and academic life of the University.

### **Promotion and Appointment Type**

Curtin Research Fellowships are fixed term appointments.

Fellows wishing to apply for promotion during the term of the Research Fellowship should seek the advice of the relevant Head of Recruiting Area prior to applying. Any additional salary costs shall be met by the Host Area and are not funded through the Fellowship scheme.

Fellows who are promoted during the tenure of their Fellowship ***will not automatically be granted a continuing appointment*** but will retain their end-dated appointment until the conclusion of their Fellowship.

Should the Head of an Recruiting Area decide to offer a further appointment to the Research Fellow, the Fellowship funding will continue until the end of the Fellowship award, conditional upon continuing satisfactory performance.

If a Fellow is awarded an externally funded Fellowship, the Curtin Research Fellowship will be suspended for the duration of the externally funded Fellowship and then resumed subject to satisfactory performance.

### **Eligibility**

Applicants must have been awarded a research doctoral degree (equivalent to an Australian PhD degree), and preference will be given to external applicants and applicants who have joined Curtin University within approximately two years of the closing date for applications. Applicants who are not Australian citizens are encouraged to apply.

Applicants applying for the Curtin Indigenous Research Fellowships should note that Aboriginality is an inherent requirement of this position per Section 50(d) of the WA Equal Opportunity Act (1984).

Persons who hold a current continuing employment contract in a research or part research role with Curtin are ineligible to apply for the Curtin Research Fellowship and Curtin Indigenous Research Fellowship programs.

Applicants are required to contact the relevant Head of Recruiting Area in which they propose to undertake the research, prior to submitting the application, to discuss the proposed research program and obtain advice on the research priorities for the Recruiting Area. Preference will be given to applicants with strong strategic alignment. ***Applications without a certification section bearing the signature of the appropriate Head of Recruiting Area to confirm approval for support will not be considered.***

Early career applicants must nominate a mentor associated with the Recruiting Area. This should be done in discussion with the Head of Recruiting Area. To broaden your research experience it is suggested that the mentor not be your doctoral supervisor.

### **Relocation Expenses**

Where a Fellowship is awarded to an overseas or interstate applicant, the host Recruiting Area may agree to reimburse the cost of a direct economy airfare for the Fellow and their dependant(s) and may reimburse reasonable removal expenses. Such reimbursement would be subject to prior approval being sought and obtained in writing by the Head of Recruiting Area before the expenses are incurred.

If travel and removal expenses have been approved, and these are a valid claim, Fellows are required to provide receipts for all payments with full particulars of mode and time of travel to their Recruiting Area within six weeks of commencement of the Fellowship.

If a Fellow relinquishes their Fellowship within two years of the commencement date, they will be required to refund, on a pro-rata basis, the travel and removal expenses provided by the University.

## **6. SELECTION CRITERIA**

1. Demonstrated research excellence relative to opportunity as measured by competitive achievement (ECR) or by internationally competitive achievement (Senior Research Fellows).
2. Demonstrated research capability that aligns well with strategic research directions of the University and Host Area.
3. Demonstrated potential to enhance Curtin's research performance through success in attracting research income (particularly national competitive research grant funding) and generating high quality publications.
4. Ability to make a substantial contribution to postgraduate research student supervision.
5. Demonstrated effective interpersonal, oral and written communication skills, with emphasis on the ability to present and communicate research outcomes.
6. Demonstrated capacity to work as part of a research team.
7. Demonstrated leadership potential (ECR) or leadership skills (Senior Research Fellows).
8. Potential to enhance Curtin University's research capacity and capability.

9. Preference will be given to external applicants and applicants who have joined Curtin University within approximately two years of the closing date for applications.
10. Demonstrated commitment to Occupational Safety and Health and Equal Employment Opportunity principles and practice.

**For Curtin Indigenous Research Fellowship Applicants only:**

11. Aboriginality is an inherent requirement of this position per Section 50(d) of the WA Equal Opportunity Act (1984).

## 7. APPLICATION PROCEDURE

Applications must be completed and submitted online at: <http://research.curtin.edu.au/research-funding/fellowships.cfm>.

A complete application must consist of the following:

- Complete online application form.
- Detailed research program proposal (maximum 10 pages in a 12 point font, excluding references).  
*OR*  
A copy of the complete ARC/NHMRC application for Fast Track Applicants only
- Statement addressing the Selection Criteria (maximum 3 pages in a 12 point font).
- Curriculum vitae (maximum 5 pages in a 12 point font).
- Full list of publications and other research outputs with appropriate evidence of esteem (eg: Scopus citation report or other measures/indicators appropriate to the discipline).
- Full list of research grants awarded.
- Correctly completed and signed certification form confirming approval from the relevant Head of Recruiting Area.

Your application must be completed using the online application system and submitted by the submission deadline. Applicants will be advised of the outcome by late September 2016.

## 8. STARTING A NEW APPLICATION

The proposal is prepared and submitted through the Fellowship Online Application System: <http://research.curtin.edu.au/research-funding/fellowships.cfm>. Applications may be saved at any time\* and edited or completed at a later date up to the closing deadline.

\*NOTE: All details on a page must be completed before it can be saved.

### **Internal Applicants**

Please use your OASIS ID and password to login. This will take you to the first page of the application form.

### **External Applicants**

- Click on "Signup Form" to register a new login.

## User Login

If this is the first time you have visited this website and you don't have a Curtin ID, please use the [Signup Form](#) to register a login for this website.

If you have forgotten your password, please use the [Forgotten Password](#) form.

You need to log in to access this area. Please supply your Curtin network credentials, or if you don't have a Curtin ID and password and you have registered for this website your email address and password.

Login ID

Password

- Complete the Signup Form and click "Submit". A verification email will be sent to the address specified.
- Check your email account. This will provide you with a link to complete your registration. Either click on the link or paste it into your browser.
- Follow the instructions to login with the email address and password you provided during the registration process. You will then be redirected to the first page of the application form.

## 9. COMPLETING THE APPLICATION FORM

### PERSONAL DETAILS

Please ensure all contact details are accurate for the period in which applications are being assessed (see 2. Key Dates). Shortlisted applicants will be invited to interview via telephone or email in the first instance (depending on time zone).

#### Note

*Applicants applying for a Curtin Indigenous Research Fellowship must tick the required section here. (Aboriginality is an inherent requirement for a Curtin Indigenous Research Fellowship application as per Section 50(d) of the WA Equal Opportunity Act (1984).)*

### QUALIFICATIONS

- Applicants must have a research doctoral degree (equivalent to an Australian PhD degree) before 1 January 2017 to be eligible for a Curtin Research Fellowship. Applicants whose PhD thesis has not been submitted at the time of application will not be accepted.
- Qualifications other than the PhD should be listed in reverse chronological order (most recent first).

### ACHIEVEMENTS

#### Academic, Research, Professional and Industry Experience

- Provide details of academic, research, professional and industry experience for up to the past ten (10) years as follows.
  - Begin with your current/most recent position.
  - Specify the start and end date of each position. If ongoing, leave end date blank.
  - Add additional positions as necessary by clicking "Add another Position" below the field.

#### ORCID ID

- If you have an ORCID ID, please enter here.

#### Publications and Other Academic Outputs

- Provide details of refereed publications (not abstracts) for the last four years inclusive (2013 – 2016). **Only Accepted publications should be included – Do not include Submitted publications.**
- Select the Category from the drop down list and enter the total number of publications you have of that category type.
- In the “Details” box, enter full details of all publications you have in that category. Content may be pasted from an external source if required (eg. MS Word document) however formatting will be lost. Please check paragraph spacing. Include full citation data (number of times it has been cited) and journal impact factor where available (advising of source).
- Add additional publication categories as required by clicking “Add another Publication Category”. Do not add multiple same categories – publications falling under the same category should be entered under the details section of that category.

**Publications and Other Academic Outputs**

Select category of publication, enter the total number of your publications that fall within this category for the past 4 years and then list those publications in the details section.

**Publication Group 1**

**Category**

**Number of publications**  
 NOTE: this is the number of publications in each category. E.g. A3: Book - edited 2

**Details**

1. Smith, J. 2016."Publication Number One." Book Title  
100 (2): 1-2.

2. Smith, J. 2015."Publication Number Two." Book Title  
100 (2): 1-2.

3. Smith, J. 2015."Publication Number Three." Book Title  
100 (2): 1-2.

### Best Publications

- Enter details of up to four (4) best publications for the last four years inclusive (2013 – 2016).
- Include full citation data (number of times it has been cited), journal impact factor (advising of the source) where available and a short justification outlining the rationale for selection.

### Summary of Research Income

- Enter the amount of research income awarded to you over the last four years inclusive (2013 – 2016). If there is more than one (1) Chief Investigator on the grant, the amount should be pro-rata (only include the amount attributable to your portion of the grant).
- Amounts must be entered in Australian Dollars (\$AUD). Foreign currencies should be converted into Australian dollars at the exchange rate applicable at the time of completing this application.
- Research income is divided into the following categories:
  - Nationally Competitive Research Grants – Prestigious schemes provided on a nationally competitive basis, solely for research, with a well defined mechanism for competition and selection by a well-qualified panel. If you are an Australian applicant, please see <http://www.innovation.gov.au/Research/ResearchBlockGrants/Documents/2013ACGRListFinal.pdf>
  - Public – Other grants awarded by the Government of your country of residence.

- Industry – Grants awarded by private companies/enterprise.
- Cooperative Research Centre – Grants awarded by the Australian Commonwealth Department of Industry, Innovation, Science, Research and Tertiary Education via the CRC Program.
- International – Grants awarded from sources outside your country of residence.

### High Level Esteem Factors

- Enter up to five (5) best examples from the last four years inclusive (2013 – 2016).
- Examples include major prizes, key note addresses at major international conferences, participation in major international committees, Fellowship of a national Academy or similar international organisation, significant role in a major national or international review, editorship of a major journal etc.

### Higher Degree by Research Completions

- List the number of students you have supervised (as principal or co-supervisor) who have completed either Doctoral or Masters Research degrees over the last four years inclusive (2013 – 2016).

### Destination of Graduates

- Provide the current status of students listed above, eg program in which they are currently enrolled, or current employment.
- Add additional fields as necessary by clicking “Add another Graduate”.

## PROJECT PROPOSAL

### Fellowship Stream

- An Early Career researcher is defined as being awarded a PhD on or after 1 March 2011 – taking into account career interruptions such as parental/carer responsibilities, and careers outside of academe.
- Applicants can apply for either the Early Career or Senior Research Fellowship streams, but not both.

### Field of Research (FoR) and Socio-Economic Objective (SEO) Codes

- FoR codes define research according to disciplines. Select a Division (2 digits), Group (4 digits) and Code (6 digits) that relate to your proposal.
- To save the selected code, click “Add Code to List”. It will then appear in a list below.
- Add additional FoR codes if applicable.

**FoR Codes**

Division  
10 - Technology

Group  
1007 - Nanotechnology

Code  
100700 - Nanomaterials

Add Code to List

Selected FoR Codes

- Remove 030704 Statistical Mechanics in Chemistry

List of saved FoR codes.

### Socio-Economic Objective (SEO) Codes

- SEO classifications indicate the sectors that are most likely to benefit from the project.
- Follow the same procedure as for the FoR codes, adding additional SEO codes if applicable.

### Type of Activity

- Definitions of the 4 research activity types are available at: <http://research.curtin.edu.au/guides/grants.cfm#typesresearch>
- Enter percentage distribution in one or more activity types, totalling 100%.

### Project Details

- Provide a short descriptive title of no more than 20 words.
- Ensure that the title is precise, informative and, preferably using language which is comprehensible and accessible to the general public.
- Provide a summary of no more than 100 words focusing on the aims, significance and expected outcomes of the project.
- The Recruiting Faculty/Area selected must be aware of and approve the application (see 10.4 – Certification Form).

### Mentor Details

- Early Career Fellowship applicants must nominate a mentor at Curtin. Senior Research Fellowship applicants are not required to nominate a mentor.

### Budget Information

- Research support of up to \$30,000 will be provided during the course of the Fellowship, in addition to the Fellowship salary, distributed as follows: 2016 - \$15,000, 2017 - \$10,000, 2018 - \$3,000, 2019 - \$2,000. The amount entered must not exceed these limits.

## REFEREE DETAILS

Provide details for three (3) referees.

## ATTACHMENTS

- All attachments must be in .pdf format.
- Each section must have an attachment to enable the 'review' and 'submit' links.
- Multiple documents may be attached at one time.
- Use a 12 point highly legible font type such as Arial, Courier, Palatino, Times New Roman or Helvetica. Variants such as mathematical typesetting languages may also be used. References only may be produced in 10 point font.

### Selection Criteria Statement

- Maximum 3 pages in a 12 point font.
- Selection Criteria are provided in section 2.8 of the *Curtin Research Fellowships 2016 – Guidelines*.

### Research Project Details (*Not required for Fast Track Applicants*)

- Attach a copy of your full research proposal.
- Maximum 10 pages in a 12 point font, excluding references.

### Curriculum Vitae

- Maximum 5 pages in a 12 point font.

### Certification Form

- The certification form is available at <http://research.curtin.edu.au/research-funding/fellowships.cfm>.

- Sign it and provide a copy to the Head of Recruiting Area and Dean of Research together with your final research proposal for approval. Electronic signatures are accepted.
- Certification forms may be signed in counterpart and multiple documents uploaded.
- It is important that applicants confirm the procedure for certification sign-off with their Head of Area. Most areas will return certification forms to the applicant to upload to their application prior to submission, however some certification forms which are approved in the final days may be forwarded directly to the Office of Research and Development. Applicants will not be penalised for any delays by the Recruiting Area or office of the Dean of Research as long as the certification form is provided to them with a copy of the completed application before the closing deadline.
- All applicants are expected to have discussed their proposal with the prospective Head of Area prior to this stage.

#### Full List of Publications and Other Research Outputs

- Attach a full list of publications and other research outputs. No page limit.

#### Full List of Research Grants Awarded

- Attach a full list of research grants awarded. No page limit.

#### Fast Track Application (Fast Track Applicants only)

- Attach your full ARC/NHMRC application.

#### Other Documents (Optional)

- If your outputs are non-traditional, (eg. creative works embodying a program of research) please attach a list of the outputs, the venue where they have been introduced to the public domain, and a short synopsis of the program of research.

### REVIEW

- Review your application carefully before submitting. A pdf copy of your online application can now be generated for your records by clicking the link at the top of the review page.

## Research Fellowship Application

Your application has been submitted with ID CRF13346

You may [download a copy](#) of your application.

Personal Details   Qualifications   Achievements   Proposal   Referees   Attachments   Review

- Once submitted, you will receive an email confirming successful submission.
- Applications can be amended and resubmitted up to the closing deadline by logging in, saving any changes, and clicking “Update Submission”. This will override any previously submitted data.
- No changes can be made after the closing deadline of 9:00am GMT+8 on Monday 8th August 2016.

### 10. SELECTION PROCESS

The Office of Research and Development will review all applications to ensure eligibility and compliance with the application process. Compliant applications will be submitted to the Fellowships Selection Panel together with a summary of applications. Applications that do not meet the eligibility criteria will not be considered.

Your application will be reviewed by the Fellowship Selection Panel to determine whether an interview will be offered. The Fellowships Selection Panel will be chaired by the Deputy Vice-Chancellor, Research (DVC-R) (or nominee) and will include representation from all Curtin Faculties.

All short-listed applicants will be requested to attend an interview (either in person or via tele/videoconference) with the Fellowship Selection Panel. The Fellowship Selection Panel will make recommendations for final decision to the DVC-R.

## 11. FELLOWSHIP REPORTING

Once appointed, Fellows will report on their progress as follows:

Annual progress through Curtin's Work Place Planning and Review (WPPR) process, in consultation with the Head of Recruiting Area and/or Director, University Research Institute/Centre. Recommendations will be made to the DVC-R&D concerning the progress of the Fellow and the extent to which the conditions of the Fellowship are being met.

Year 2 Mid-Term Performance Review and Mid-Term Report

Year 4 (or Year 5 for an 80% research and 20% teaching appointment) Final Report. In the final year of the Fellowship the Fellow must provide a Final Report and submit the report to the Office of Research and Development three months before the completion date of the Fellowship.

Should a Fellow be promoted during the term of their initial appointment, they must still participate in the Fellowship review process for consideration for progression to subsequent years.

## 12. ETHICAL RESEARCH

All research at Curtin is conducted in accordance with the relevant research codes of practice. Please refer to <http://research.curtin.edu.au/graduate/policies.cfm#conduct>.

If required, ethics approval must be obtained for any relevant research programs. Please refer to <http://research.curtin.edu.au/ethics/index.cfm> for ethics approval procedures.

**APPENDIX A**

**ACADEMIC SALARY SCALES**  
inclusive of 4% Effective 30 June 2016

Classification	Point	Per Annum \$	Fortnightly Salary \$
<b>Associate Lecturer</b>			
ALA	1	67,960	2,605.50
ALA	2	71,836	2,754.10
ALA	3	75,724	2,903.16
ALA	4	79,604	3,051.91
ALA	5	82,761	3,172.95
ALA	06***	85,916	3,293.91
ALA	7	89,072	3,414.91
ALA	8	92,224	3,535.75
<b>Lecturer</b>			
ALB	1	97,076	3,721.77
ALB	2	100,720	3,861.47
ALB	3	104,352	4,000.72
ALB	4	108,000	4,140.58
ALB	5	111,637	4,280.02
ALB	6	115,277	4,419.57
<b>Senior Lecturer</b>			
ALC	1	118,914	4,559.01
ALC	2	122,558	4,698.72
ALC	3	126,194	4,838.11
ALC	4	129,836	4,977.74
ALC	5	133,474	5,117.22
ALC	6	137,117	5,256.89
<b>Associate Professor</b>			
ALD	1	143,186	5,489.57
ALD	2	148,037	5,675.55
ALD	3	152,888	5,861.53
ALD	4	157,740	6,047.55
<b>Professor</b>			
ALE	1	184,439	7,071.15

\*\*\*Minimum salary level for PhD appointments  
Subject Coordinator Point

**Head of School Allowance (Rounded Up)**

<b>(Code 222S)</b>	18,444	707.12
<b>(Code 222NS) Dept</b>	9,222	353.56
<hr/>		
<b>Dean's Allowance (Rounded up)</b>		
<b>(code 104)</b>	18,444	707.12
<b>(code 104)NS</b>	18,444	707.12
<hr/>		