Remuneration

Policy

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Approver Vice-Chancellor

**Steward** Director Human Resources

**Administrator(s)** AD Human Resources

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# Purpose

The purpose of this **Policy** is to —

express the various pay related entitlements and discretionary allowances and payments to **Employees**;

support the attraction, development and retention of high quality Employees;

support an environment where Employees are valued and acknowledged for their contribution to the **University**;

promote the recognition and reward of high performance by Employees; and

promote competitive remuneration for skills that are in high demand.

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This policy is to be read in conjunction with the following —

Delegation of Human Resources Authority

the relevant Service Directory entries; search for —

salary progression

salary packaging

higher duties allowance

additional responsibilities allowance

discretionary allowance

bonus payment

# Scope

## Institutional Scope

The scope of this Policy applies to the entire University.

## Individual Scope

The scope of this Policy applies to all Employees.

# Pay Progression

The University will provide eligible Employees with incremental progression or salary progression in accordance with an applicable Enterprise Agreement.

## Incremental progression

Employees covered by an enterprise agreement, excluding Casual Employees, will be eligible to proceed by annual increments from one step to the next within the classification level of their position, up to the maximum step of the salary range, subject to satisfactory performance, and in accordance with the terms of the applicable enterprise agreement.

In accordance with the applicable Enterprise Agreement, an Employee’s progression to the next increment may be deferred if they are, or have in the last 12 months, been subject to a performance management process in accordance with the Enterprise Agreement.

Subject to the terms of the applicable enterprise agreement, an Employee will be eligible for incremental progression on the anniversary of their appointment to the University. An Employee’s incremental due date will change when —

an Employee is appointed to a vacant position at a higher classification level;

an Employee's position is reclassified to a higher level; or

an accelerated increment is paid in accordance with the applicable enterprise agreement, at a date other than at the existing incremental date.

An Employee’s incremental due date will be extended by the period of any leave without pay which is longer than two weeks, subject to the terms of the applicable enterprise agreement.

Subject to the terms of the applicable enterprise agreement, deferred salary leave will not count as service for purposes of incremental progression.

Where it can be demonstrated that exceptional circumstances exist or that an Employee has performed their duties in an exceptional rather than competent manner, the University may advance an Employee more than one increment or grant a special increment or increments in the salary range appropriate to the classification of the position occupied.

Applications for an accelerated increment must be recommended by an Employee’s Supervisor/Manager and approved in line with HR Delegations.

Accelerated increments will not normally be considered in the first year of an Employee’s initial appointment.

Exceptional performance must be established by a Performance Review Process conducted within three months prior to the accelerated increment application.

An accelerated increment will generally be paid at the Employee’s normal increment due date. At this date the Employee will be advanced by two steps rather than one.

If the Employee is already at the maximum of the salary range or if there is no incremental range for the position, alternative performance recognition may be considered.

## Salary Progression

**Professional and General Employees**, excluding Casual Employees, may be eligible for salary progression in accordance with the provisions of The University of Western Australia Professional and General Employees Agreement 2023(as amended or replaced from time to time) (Professional and General Agreement).

Where a salary progression allowance is payable in accordance with the Professional and General Agreement, the allowance will be paid as a temporary, renewable allowance; .

Payment of a salary progression allowance is subject to ongoing excellent performance and/or ongoing requirements for additional duties.

Salary progression allowances will be reviewed annually and may be increased by annual increments to the penultimate point of the level to which progression has been approved.

The Director of the Employee’s **Business Unit** or equivalent will be responsible for reviewing the status of an Employee’s salary progression allowance annually, as part of the Performance Review Process.

If as part of a Performance Review Process it is recommended that an Employee’s salary progression allowance increase to the next salary point, the Director or equivalent will be required to confirm the continuance of the Employee’s ongoing excellent performance and/or ongoing requirements for additional duties.

If as part of a Performance Review Process it is demonstrated that the Employee is no longer exhibiting excellent performance or performing ongoing additional duties, the Director or equivalent will inform the Employee and the Employee will have the right to submit relevant documentation in response, before a decision is made as to whether the salary progression allowance is continued, increased or ceased.

Where Employees are in receipt of a salary progression allowance and become subject to formal unsatisfactory performance/behaviour procedures, the allowance will cease the first complete pay period immediately following the Employee being advised in writing of the decision to commence the procedures.

Where an Employee whose salary progression is approved and transfers or is seconded to another position at the same level, the Salary Progression Allowance will cease accordingly —

for outstanding performance - after 6 months of being transferred or seconded.

for ongoing additional duties - from the commencement of the transfer or secondment.

# Salary Packaging

Eligible Employees may apply to access **Salary Packaging**, which the University recognises as a attraction and retention benefit.

Salary Packaging means a voluntary arrangement between an Employee and the University, where the Employee agrees to forego part of their salary before tax in return for the University providing benefits of a similar value.

Salary Packaging will be available to Employees (excluding Casual Employees) with an ongoing position or with a remaining fixed term contract period of three or more months.

Any Salary Packaging arrangement will be entered into in accordance with the relevant terms of an Employee’s employment contract or applicable enterprise agreement.

## Salary Packaging Agreement

To access Salary Packaging, Employees will be required to enter into a Salary Packaging Agreement with the University.

All Salary Packaging must be an [effective salary packaging arrangement](https://www.ato.gov.au/businesses-and-organisations/hiring-and-paying-your-workers/fringe-benefits-tax/salary-sacrificing#ato-Effectivesalarysacrificearrangement) in accordance with Australian Taxation Office requirements and are required to be entered into prospectively.

Please refer to the [Salary Packaging Guidelines](https://uniwa.sharepoint.com/sites/sd-Finance/Shared%20Documents/Forms/AllItems.aspx?id=%2Fsites%2Fsd%2DFinance%2FShared%20Documents%2FSalary%20packaging%2FSalary%20Packaging%20Guidelines%2Epdf&parent=%2Fsites%2Fsd%2DFinance%2FShared%20Documents%2FSalary%20packaging&p=true&ga=1) for more information

# Overpayments

**Overpayment** means any amount including but not limited to salary, wages, stipends and allowances, paid to an Employee that the Employee is not entitled to.

Where an Overpayment occurs, the University may recover the Overpayment from the overpaid Employee.

It is the equal, shared responsibility between Human Resources, Staff Resources, the Business Unit and the Employee to identify and report any Overpayments (regardless of how the Overpayment occurred) to ensure the error is rectified and recovered in a timely manner.

Overpayments to an Employee will be managed in accordance with the terms of the applicable enterprise agreement, where relevant.

The University and the Employee may agree to a proposed recovery arrangement. However, generally it is expected that an Employee will repay an overpaid amount in full, or by fortnightly instalments at the rate the overpayment occurred or at 10% of the Employee’s gross fortnightly salary, whichever is the lesser amount.

The amount of repayment will only be varied on the grounds of financial hardship on approval of the Director, Human Resources.

Employees who subsequently cease employment with the University and have not yet repaid the full amount, will have the Overpayment recouped from their final salary payment or termination payment, where it is not unreasonable to do so. Where the Overpayment is greater than the Employee’s final salary or termination payment, the Employee must arrange to repay the outstanding balance.

In the case of annual leave granted to an Employee in advance, if the Employee resigns and has a negative entitlement, the Employee is required to repay the negative entitlement and authorise the deduction of an amount equal to the negative entitlement from the Employee’s final payments. If the overdrawn amount exceeds the Employee’s final payment, the Employee will pay the balance of the overdrawn amount which remains outstanding to the University within five Business Days, if it is not unreasonable in the circumstances.

Overpayments that are not repaid by an Employee may be recovered by the University as a debt, in accordance with Finance Operation’s debt recovery processes for repayment of monies owed to the University. Payment of all relevant fees and charges incurred by the University as part of debt recovery will be sought from the Employee in addition to the amount of the Overpayment.

# Allowances and Payments

To meet its commitment to attract and retain highly skilled Employees, recognise Employee’s contribution to the University and reward outstanding performance, the University may provide eligible Employees with allowances and payments in accordance with this section.

Allowances and payments will be approved in accordance with the Delegation of Human Resources Authority.

## Higher Duties

### Nature of payment

Professional and General Employees, **ELICOS Employees** and **Child Care Employees**, excluding Casual Employees and **Academic Employees**, may receive a higher duties allowance in accordance with the terms of the applicable enterprise agreement.

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## Additional Responsibilities Allowance

### Nature of Allowance

An additional responsibilities allowance (ARA) may be paid to Employees undertaking discrete tasks or duties which arise from time to time which are recognised as additional to the negotiated duties in their existing position at the University.

An ARA will be approved for a term of up to three months in the first instance. Prior to any request for the payment to be extended, the Employee’s Supervisor / Manager must review the discrete task or role and establish there is a requirement for the additional duties to continue for a further period.

Access to an ARA is not an entitlement and the duration of the allowance may be varied according to circumstances and performance.

In the case of Professional and General Employees, in circumstances where the additional duties represent a sustained change in duties such that the requirements and responsibilities of an Employee’s position are no longer in accordance with the position’s classification level, reclassification in accordance with the Professional and General Agreement would be appropriate, rather than an ARA.

In the case of Professional and General Employees, ELICOS Employees and Child Care Employees, in circumstances where the additional duties would normally form part of an existing higher level role, a higher duties allowance will be the appropriate payment for the additional duties.

### Value of the Allowance

An ARA will be paid fortnightly.

### Academic Employees

In the case of Academic Employees, additional duties which require the payment of an ARA may include summer semester or offshore off-load teaching.

A dollar value for the additional duties will be negotiated with reference to the amounts of payments made for similar duties in the University.

Schools must ensure funds are available prior to recommending an ARA, particularly for grant funded positions where funds may be restricted to a particular point range.

### Professional and General Employees

When determining the dollar value of an ARA, the additional duties must be assessed against the classification descriptors specified in the Professional and General Enterprise Agreement. This is important as the additional duties may eventually evolve into part of the negotiated duties of the Employee’s existing position. In these circumstances the value of the additional duties will form part of the evaluation for reclassification at that time.

The Supervisor or Head of School/Director may seek guidance from the Talent Team when determining the appropriate level of allowance.

## Designated Role Allowance

Academic Employees, excluding Casual Employees, who perform designated University roles such as Chair of the Academic Board, Chair of Discipline or (in some circumstances) Directors of Centres may receive a designated role allowance. A designated role allowance will be paid as an ARA.

The allowance will be approved for the term of the designated role.

When determining the dollar value of a designated role allowance, the Head of School must consider the additional tasks of the designated role and the amounts of payments made for similar duties in the University.

Schools must ensure that funds are available prior to recommending a designated role allowance, particularly for grant funded positions where funds may be restricted to a particular point range.

## Discretionary Allowances and Payments

Discretionary allowances may be granted to attract and retain Employees, excluding Casual Employees, who have special skills or expertise, address altered market conditions and/or to recognise and reward outstanding performance, and include —

attraction allowance;

retention allowance;

market allowance;

performance allowance; and

bonus payment.

Discretionary allowances will be recommended in accordance with the University’s principles of Equity and Achievement Relative to Opportunity, the Organisational Development Policy and Organisational Development Guideline and the relevant Business Unit’s operational priorities and strategic plan.

In conjunction with the Delegation of Human Resources Authority, no Delegate will be authorised to approve an allowance or payment to a direct report or if an actual or reasonably perceived conflict of interest exists.

In considering and approving recommendations for any discretionary allowance the Executive will take into account the existing distribution of allowances within the School/Business Unit, the reasons for the recommendation, current remuneration of the Employee and any other relevant factors.

If the Executive does not agree with a recommendation for a discretionary allowance or payment, the Head of School/Director will be notified in writing. The Head of School/Director may request a review of the decision by the Executive, through the Director, Human Resources.

When an Employee in receipt of a discretionary allowance or payment —

receives an increase in **Base Salary** as a result of academic promotion or reclassification in accordance with the provisions of an applicable Agreement; or

is awarded a separate discretionary allowance or payment,

the allowance or payment will be reviewed to determine if it continues to be appropriate. The allowance would ordinarily be rescinded or reduced at this time.

Base Salary means the Base Salary an Employee is entitled to in accordance with their employment contract or, where an enterprise agreement applies, the Employee’s annual Base Salary not including any applicable allowances, loadings or penalties.

## Attraction Allowance

Employees, excluding Casual Employees, may receive an attraction allowance, paid as a fixed dollar sum, where, at the time of the Employee’s appointment, the University identifies a demonstrated need to offer a salary above that specified in the relevant pay scale in an applicable enterprise agreement, taking into account the market conditions and the need to attract the expertise of a particular individual.

Where the provision of an attraction allowance is approved, the allowance provided must be specified in the applicant’s employment contract.

An attraction allowance will be provided for the term of the appointment in the role for which the allowance is offered.

## Retention Allowance

The University may decide to provide an Employee, excluding Casual Employees, a retention allowance where the Employee receives a verified offer of employment from another organisation, the purpose of which is to retain high quality talent.

A retention allowance will be paid as a fixed dollar sum.

When an Employee receives an increase in Base Salary as a result of academic promotion or reclassification in accordance the provisions of an applicable enterprise agreement, the retention allowance will be reviewed to determine if the allowance or level of the allowance continues to be appropriate. The allowance may be rescinded or reduced at this time.

## Market Allowance

An Employee, excluding Casual Employees, may receive a market allowance where evidence is provided of —

difficulty in recruiting or retaining the Employee or Employees working in the Employee’s role, where there is a demonstrated market demand for their professional skills or expertise; or

market conditions having altered during the Employee’s appointment in their role.

In determining whether to provide an Employee a market allowance, the University will consider —

whether the Employee is receiving any other allowances or benefits; and

any performance or conduct issues related to the Employee that the University considers relevant.

Market allowances will be paid for a term not exceeding three years, as a fixed dollar sum. Changes in an Employee’s Base Salary will not affect the amount of a market allowance payable to the Employee.

A market allowance will cease at the end of its term. Any subsequent application for a further market allowance will be subject to applicable University policy at the time of application.

During the term of a market allowance, the allowance will be regularly reviewed having regard for movements in relevant markets and the amount of the allowance may be increased, decreased or rescinded at the University’s discretion.

## Performance Allowance

Employees, excluding Casual Employees, may be entitled to receive a performance allowance, in recognition of outstanding performance.

Performance allowances will not be provided for recognition of meeting the expected requirements of an Employee’s role. A Performance allowance will only apply where an Employee performs outstandingly and/or beyond the expectations of their role.

Applications for a performance allowance may be made where overall outstanding performance is identified through the Performance Review Process.

Performance allowances will be a fixed dollar sum not normally greater than 5% of the Employee’s Base Salary**.**.

Performance allowances may be approved for a twelve month period, or in exceptional circumstances for a two year period.

For Employees covered by an enterprise agreement, performance allowances will not normally be paid when the Employee has not reached the top of the salary range for their position. An accelerated incremental progression is the most appropriate reward for outstanding performance in this circumstance. Professional and General Employees may also be eligible to apply for salary progression.

Performance allowances will recognise the outstanding contributions of Employees at all levels, not just those who, for a particular reason at the time, have a higher profile than their colleagues.

When considering whether it is appropriate to award a performance allowance, any other allowances or benefits the Employee is receiving must be considered by the approved Delegate.

When an Employee receives an increase in Base Salary as a result of academic promotion or reclassification in accordance the provisions of an applicable enterprise agreement, the performance allowance will be reviewed to determine if the allowance or level of the allowance continues to be appropriate. The allowance may be rescinded or reduced at this time.

The University may cease payment of a performance allowance where an Employee is subject to disciplinary or unsatisfactory performance procedures.

## Bonus Payments

Bonus payments will be considered to recognise outstanding performance beyond the expectations of the role, outstanding performance on a particular task, or on achievement of negotiated stretch outcomes.

Bonus payments will not be considered for recognition of meeting the expected requirements of a role.

Employees, excluding Casual Employees, may be eligible to receive a bonus payment.

Bonus payments will be a flat sum one-off payment which would not normally exceed 5% of an eligible Employee’s Base Salary.

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An eligible Employee’s Supervisor / Manager may recommend the Employee receive a bonus payment when —

overall outstanding performance has been demonstrated. The Performance Review Process will be the appropriate mechanism for this assessment,

negotiated stretch outcomes have been achieved; or

on completion of a particular discrete task beyond the normal expectations of the role.

Bonus payments will recognise the outstanding contributions of Employees at all levels, not just those who, for a particular reason at the time, have a higher profile than their colleagues.

Bonus payments will be paid either to an individual eligible Employee or to a group of eligible Employees.

## Distinction Allowance

**Australian Academy** means an Australian Academy including —

##### Australian Academy of the Humanities;

##### Australian Academy of Science;

##### Academy of Social Sciences in Australia; and

##### Australian Academy of Technology and Engineering.

Employees, excluding Casual Employees, who are members of an Australian Academy may be eligible to receive a distinction allowance, as a means of recognising their exceptional performance.

#### Distinction allowances will be paid up to a maximum of $10,000 per annum. This may be paid as a single annual amount or fortnightly in their salary.

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Employees who receive a distinction allowance will be eligible to continue receiving the allowance while they continue to be a member of an Australian Academy and remain a paid Employee of the University.

Employees must advise their Supervisor / Manager of any change to their status as a member of an Australian Academy.

## First Aid Allowance

#### All Employees are eligible to be paid a First Aid Allowance (including those on Common Law Contracts).

#### Employees may be entitled to a First Aid Allowance provided they meet the requirements set out in an applicable Enterprise Agreement and UWA Safety’s requirements for a first aid officer. Where an Employee’s Enterprise Agreement does not provide for a First Aid Allowance, the Employee must meet UWA Safety’s requirements for a first aid officer to be eligible to be paid a First Aid Allowance.

#### The rate of pay, payment frequency and method of adjustment of the First Aid Allowance is as set out in the *UWA Professional and General Employees Enterprise Agreement 2023* (as varied or replaced from time to time).

#### The First Aid Allowance will cease to be paid when an Employee no longer meets the eligibility requirements set out at clause 6.12(B).

# Clinical and Dental Loadings

## Clinical Loadings

#### Clinical loadings are paid to certain medical and dental Academic Employees in recognition of their particular responsibility for patient care and the need to retain some parity between the University academic clinician and the hospital specialist who performs like duties and has similar responsibilities.

#### Clinical loadings will be paid in accordance with the current rate as per the UWA salary scales website <https://www.hr.uwa.edu.au/policies/policies/pay/scales/allowances>

#### Clinical loadings will be paid to eligible Academic Employees during annual, personal, long service leave and during sabbatical. Full Clinical Loadings

To receive a Clinical loading the Academic Employee must meet the following criteria —

medically qualified and employed under The University of Western Australia Academic Employees Agreement 2017 (as amended or replaced from time to time) as a Level B to E in a teaching and research role;

registered to work in Australia;

have patient care responsibilities;

employed in the Medical School.

### Para-Clinical Loading

The criteria for receiving a para-clinical loading are the same as a full clinical loading except —

The Employees provides clinical services which support patient care but are not directly responsible for patient care.

### Pre-Clinical Loading

The criteria for receiving a pre-clinical loading are the same as a full clinical loading except —

they do not need to be eligible for registration in Australia; and/or

they are not responsible for patient care.

## Dental Clinical Loading

To receive a dental clinical loading, Academic Employees must meet the following criteria —

hold a Dentist qualification registrable with the Dental Board of Western Australia; and

be employed as a Level B to E Academic Employee to teach Students in the Medical School or Dental School at the University of Western Australia.

Note —

Where an Employee meets the above criteria but is employed outside the Medical or Dental School, a Head of School may make a request for special consideration to the Senior Deputy Vice-Chancellor for approval to provide the Employee with a clinical loading.

# Rural Clinical School of Western Australia Family Friendly Travel Assistance

All ongoing and fixed term Employees, engaged to work at the Rural and Clinical School of Western Australia (RCS), will be eligible for Family Friendly Travel Assistance, in recognition of the impact that work-related travel can have on Family relationships and responsibilities and to assist with expenses incurred for support and caring responsibilities when undertaking travel required by RCS.

Family friendly travel assistance will consist of a non-cumulative annual allowance.

Approval for the expenditure and for the amount granted on each occasion must be gained from either the Head of School/Director or equivalent prior to travel. To be eligible for the allowance, activities must —

arise as a direct consequence of RCS required travel within Western Australia; and

be related to the travel of an accompanying spouse or partner; or

be related to the travel of a family member or carer who accompanies the RCS Employee to be cared for or to provide care to a family member; or

be related to the support or caring of family members of the RCS Employee while that person is away (including nanny or childcare expenses).

The annual amount of the allowance will be determined by the following formulas —

medical coordinators at $1,000 per 0.1 x 1FTE

Academic Employees (Non-medical coordinators at $500 per 0.1 x FTE

administrative staff at $250 per 0.1 x FTE

The entitlement will be based on the FTE of the Employee at the time of claiming the allowance.

New Employees will be entitled to a pro rata amount of the annual entitlement; calculated by reducing the full entitlement by an amount proportionate to the number of full weeks which the Employee is expected to work over the calendar year.

The allowance will be non-cumulative and any portion not spent within a calendar year cannot be credited to the next year or used for any other purpose.

To provide the allowance to eligible Employees, the Rural Clinical School will book travel and accommodation and pay related invoices, based on approval being sought and FBT assessed prior to the event.

Fringe Benefit Tax (FBT) liabilities will be deducted from the allowance in accordance with the Tax Financial Control Document.  An internal (UWA) FBT assessment will be conducted on each occasion Family Friendly Travel Assistance is approved.  The amount of the FBT will then be deducted from the Employee’s remaining allowance.

# Superannuation

## Superannuation and allowances

The University will satisfy its superannuation obligations in accordance with the *Superannuation Guarantee Administration Act 1992* and the terms of the prevailing Enterprise Agreement. Refer to Attachment 1 for details on how different allowances are treated for the purposes of superannuation.

## Change of contribution rate

Requests by Employees (excluding FAR employees) to reduce the Enterprise Agreement Contribution Rate to the Minimum Superannuation Guarantee (**SG**) Contribution rate will be assessed in accordance with the applicable Enterprise Agreement.

Employees can only reduce the Enterprise Agreement Contribution Rate to the Minimum SG Contribution rate. Employees cannot request a superannuation contribution rate between the Enterprise Agreement contribution rate and the Minimum SG Contribution rate.

Definitions

**Academic Employee** is defined in the Policy Framework Policy.

**Australian Academy** is defined in section 6.10

**Base Salary** is defined in section 6.4

**Business Unit** is defined in the Policy Framework Policy.

**Casual Employee** is defined in the Policy Framework Policy.

**Child Care Employee** is defined in the Policy Framework Policy.

**ELICOS Employee** is defined in the Policy Framework Policy.

**Delegate** is defined in the Delegations Framework Policy.

**Employee** is defined in the Policy Framework Policy.

**Enterprise Agreement Contribution Rate** means the rate of superannuation contributions provided for an Employee in the relevant Enterprise Agreement that applies to the Employee.

**Manager** is defined in the Policy Framework Policy.

**Overpayment** is defined in section 5

**Policy** is defined in the Policy Framework Policy.

**Professional and General Employee** is defined in the Policy Framework Policy.

**Salary Packaging** is defined in section 4

**Superannuation Laws** is defined in section 6.4

**Superannuation Salary** has the same meaning as provided for in the Enterprise Agreements.

**Supervisor** is defined in the Policy Framework Policy.

**University** is defined in the Policy Framework Policy.

End

Attachment 1

**Superannuation Treatment of Payments and Allowances**

This table reflects whether the payment type is superable and if so, what is the level of employer superannuation contribution on each payment type. Each payment has a determination for the following:

1. Is the amount Ordinary Time Earning under the Superannuation Guarantee Administration Act (‘**OTE**’)
2. Is the amount Salary under the Enterprise Agreement (‘**SALARY**’)

| **Payment Type** | | **OTE** | **SALARY** |  |
| --- | --- | --- | --- | --- |
| Casual loading | | Y | N/A |  |
| Annual leave | | Y | Y |  |
| Annual leave loading | | Y | Y |  |
| Long service leave | | Y | Y |  |
| Personal leave | | Y | Y |  |
| Carers leave | | Y | Y |  |
| Paid Parental Leave\* | | N | Y |  |
| Unpaid Parental Leave | | N | N |  |
| Paid Partner Leave\* | | N | Y |  |
| Unpaid Partner Leave | | N | N |  |
| Short Leave | | Y | N |  |
| Compassionate Leave | | Y | N |  |
| Cultural Leave | | Y | N |  |
| Jury service leave | | N | N |  |
| Emergency services leave | | N | N |  |
| Defence force reserves training leave | | N | N |  |
| Veterans leave | | Y | N |  |
| International sporting events leave | | Y | N |  |
| Workplace relations leave | | Y | N |  |
| Purchased leave (at time of taking leave) | | Y | Y |  |
| Purchased leave (when purchasing leave) | | N | N |  |
| Leave without pay | | N | N |  |
| Workers' compensation – returned to work | | N | Y |  |
| Workers' compensation – not working | | N | N |  |
| Severance pay | | N | N |  |
| Redundancy | | N | N |  |
| Overtime | | N | N |  |
| Overtime (OHCWA) | | Y | N |  |
| Penalty rates | | Y | Y |  |
| Salary packaging (fringe benefit) | | Y | N |  |
| Salary packaging (exempt fringe benefit) | | Y | Y |  |
| Deferred salary scheme (at time of receiving deferred salary) | | Y | Y |  |
| Deferred salary scheme (when deferring salary) | | N | N |  |
| Payment of accrued but untaken leave on dismissal | | N | N |  |
| Payment in lieu of notice on dismissal | | Y | Y |  |
| Supported wage system | | Y | Y |  |
| Salary progression allowance | | Y | Y |  |
| Incremental progression | | Y | Y |  |
| First aid allowance | | Y | N |  |
| Meal allowance | | N | N |  |
| Uniform and protective clothing allowance | | N | N |  |
| On-call allowance | | N | N |  |
| Availability allowance | | N | N |  |
| Spray Application Allowance | | Y | N |  |
| Toxic substance allowance | | Y | N |  |
| Asbestos allowance | | Y | N |  |
| Dirty work allowance | | Y | N |  |
| Vehicle allowance | | N | N |  |
| Higher duties allowance | | Y | Y |  |
| Shift loading | | Y | Y |  |
| Credit hours (Flexible Working Arrangement) | | Y | Y |  |
| Debit hours (Flexible Working Arrangement) | | Y | Y |  |
| Time off in lieu | | Y | Y |  |
| Market allowance | | Y | Y |  |
| Performance allowance | | Y | N |  |
| Additional responsibilities allowance (including designated role allowance) | | Y | Y |  |
| Attraction allowance | | Y | Y |  |
| Retention allowance | | Y | Y |  |
| Bonus payments | | Y | N |  |
| Distinction allowance | | Y | Y |  |
| Merit allowance | | Y | Y |  |
| Clinical and dental loadings | | Y | Y |  |
| District allowance | | Y | Y |  |
| Travel allowance | | N | N |  |
| Trades Allowance | | Y | N |  |
| In house Electrical Allowance | | Y | N |  |
| First Aid and Aquatic Rescue Allowance | | Y | Y |  |
| Keeping in Touch Days (NES) | | Y | Y |  |
| Sabbatical Leave (STDL) | | Y | Y |  |
| Time Off for Study Purposes | | Y | N |  |
| English Language Training Leave | | Y | N |  |
| Conference Leave | | Y | Y |  |
| Fair Work Special Leave | | Y | Y |  |
| Suspension With Pay | | Y | Y |  |
| Special Leave | | Y | N |  |
| Cashed out super - SG rate | | Y | N |  |
| Cashed out super - 3% award | | Y | N |  |
| Termination Payment | | N | N |  |
| Pre-Retirement Contract Loadings | | Y | Y |  |
| One-off payments (fixed term/ongoing staff) | | Y | N |  |
| Salary Packaging | | N | N |  |
|  |

\*the University pays superannuation contributions on parental leave entitlements, above that required under OTE and Salary definitions.