

Dear Colleagues,

I am writing to provide an update on the university's remediation of wage underpayments for affected sessional academic staff and arrangements for the pay rates which apply to work performed by sessional academic staff.

Revised arrangements about the continuation or otherwise of the arrangements for payment of sessional academic staff at the higher (Co-ordination/PhD) pay rates for semester 2 will apply from 20 July 2024.

### **Pay rates for sessional academic staff**

Effective from 1 January 2024, the higher Co-ordination/PhD pay rates for sessional academic staff have been the standard rates of payment. University management reviewed this arrangement in March and resolved to continue it until the end of June 2024.

The arrangements have recently been reviewed again and university management is now confident that its systems and controls will support the reintroduction, from the pay fortnight commencing on 20 July 2024, of "standard" or "normal" sessional academic pay rates for sessional academic staff who do not possess a PhD or perform coordination (Lecturer-in-Charge) duties. **This means the higher Co-ordination/PhD pay rates for sessional academic staff will continue to be the standard rates of payment until 19 July 2024. In other words, the temporary arrangements for the higher Co-ordination/PhD pay rates for sessional academic staff to be applied as the standard rates of payment will cease from 20 July 2024.**

People and Capability (P&C) have introduced several controls within the Sessional Employment System (SES) and related systems to ensure that the appropriate pay rates are applied when contracts of employment for sessional staff are being made. In addition, when a sessional staff member accepts an offer of sessional employment, they will be asked to confirm whether they possess a PhD.

P&C will be providing further information regarding the revised arrangements to relevant staff within Faculties and Schools to ensure that they complete the SES correctly.

Importantly, while the controls will facilitate the assignment of the correct pay rates for sessional academic staff, if you are a sessional academic staff member, you should carefully check the work schedule that accompanies the offer of sessional employment and inform the relevant School contact person and/or your supervisor of any concerns regarding the assigned hours and pay rates. Assistance is also available from P&C (refer to 'further information and support' below).

### **Update on processing of payments**

The university is continuing to contact current and former sessional academic staff who have been directly affected by the underpayment. The majority of current staff who are eligible for a payment correction have received their payment. There continues to be a small number of current staff eligible for payment who have not yet had their payments processed. We have now paid around 60 per cent of former staff. It is taking some time to contact and confirm details with each person. We are also working on resolving some complexities with identity verification for former staff who are now living overseas. We continue to seek to respond to and resolve issues that arise, and I thank those who are still waiting to finalise these steps for their patience.

### **Further information and support**

ACU is committed to ensuring the accurate and compliant application of employee entitlements. We will continue to review our systems and controls, implement system and process improvements, and educate and inform relevant staff.

You can find answers to many of your questions about the background to the issue and the process of remediation in the [FAQs](#) on our [website](#). Staff and former staff who are directly affected or wish to provide feedback on can also contact People and Capability via Service Central, by email to [entitlements@acu.edu.au](mailto:entitlements@acu.edu.au), or telephone +61 7 3623 7272 and select option 4.

The university's Employee Assistance Program (EAP), provided by Acacia EAP, provides a 24/7 service telephone counselling service to staff. The EAP is available to both current and former staff for this matter. Refer to the [EAP](#)

[web page](#) for further information or contact Acacia EAP directly via phone (1300 364 273) or online.

Previous updates and a series of FAQs on this matter can be viewed on the [ACU wage underpayments website](#).

Regards,



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