

Subject: Important information: Pay rates for sessional staff beyond the end of March 2024

Dear Colleague,

I refer to my email dated 31 January 2024 to all staff, and email dated 27 February 2024 which was sent to sessional academic staff working with ACU in 2024. These emails set out the university's commitment to pay all sessional academic staff at the higher (PhD/Coordination) rates initially, until the end of March 2024, regardless of whether they hold a PhD or perform coordination (Lecturer-in-Charge) duties or not.

I am now writing to provide you with an **update on arrangements from the end of March 2024 to the end of June 2024**.

Sessional academic pay rates

Following consultation with the Provost and Deputy Provost, university management has decided to **continue the arrangements**, which have been in place since 1 January 2024, **until the end of June 2024**. This means that the higher (PhD/Coordination) rates will continue to be paid regardless of whether a sessional staff member holds a PhD or performs coordination (Lecturer-in-Charge) duties or not.

Further information

As a sessional academic, you do not need to do anything differently. There will not be changes to your offer of sessional academic employment and work schedules.

Your sessional work schedules, contained in your offer of sessional academic employment, will continue to show the 'normal' or 'PhD/Coordination' pay rates that apply to your personal circumstance in accordance with your qualifications and/or LIC/coordination responsibilities.

If you do not possess a PhD and will not be engaged in coordination duties as a Lecturer-in-Charge, your work schedule will continue to reflect the 'normal' or 'standard' (NOT PhD/Coordination) rates of pay. **The higher PhD/Coordination pay rates (ie the higher rates) will be assigned automatically by the payroll system** and be included in your pay summary.

A copy of the emails referred to above and other information about the university's underpayment and remediation arrangements can be accessed from [ACU wage underpayments - Staff - Australian Catholic University](#) (see heading Emails to staff).

Next steps

There will be further communication with staff, including sessional staff, before the end of June 2024 about the continuation or otherwise of the arrangements for payment at the higher (PhD/Coordination) rates for semester 2 2024.

Inquiries

If you require further information, please contact People and Capability via Service Central, by email to entitlements@acu.edu.au or telephone +61 7 3623 7272 and select option 4.

Regards,
Stephen

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