

Earnings Element	Earnings Description	UniSuper Superannuation (Full-Time & Part-Time staff)	UniSuper Super Guarantee (Casual staff)	Unit/Rate/Percent/Amount/SOVR	UniSuper Super. (OTE)	Included in leave payouts upon termination (All Purpose)	ACT Payroll Tax	Workers Comp.	Indexed Enterprise Agreement (E) CPI (C) Uni Operating Grants (U) Theatre (T) Government (G)	Restricted (Central HR Only)	
										Admin EA	Admin PI
100	Basic Salary	X		Resolves automatically from Eligibility Group (GENERAL & ACADEMIC)	X	X	X	X	E	-	
101	Shift Penalty General			Unit Value Only	X		X	X	E		
103	Basic Salary+Casual Loading		X	Unit Value Only	X		X	X	E	-	
104	Scholarship Stipend PT			Resolves automatically from Eligibility Group (SCHOLAR PT)					G		
105	Scholarship Stipend FT			Resolves automatically from Eligibility Group (SCHOLAR FT)					G		
107	Shift Penalty Casual		X	Unit Value Only	X		X	X	E	-	
108	Library 15% Shift Penalty		X	Unit Value Only	X		X	X	E		
108A	Library 25% Shift Penalty		X		X		X	X	E		
109	Higher Duties	X (conditional)	X (conditional)	Resolves automatically from HDA Rate Codes	X		X	X	E	X	X
111	Severance Pay (Non ETP)			Amount Value Only			X			-	X
112	LSL Lump Sum			Unit Value Only	X		X			-	X
113	Annual Leave Lump Sum			Unit Value Only	X		X			-	X
114	Lump Sum Arrears under limit	X (conditional)	X (conditional)	Resolves automatically or Amount Value	X		X	X		-	X
114A	Lump Sum Arrears on/over limit	X (conditional)	X (conditional)	Resolves automatically or Amount Value	X		X	X		-	X
115	Casual General Staff Lump Sum		X	Amount ValueSOVR (Goal Limit Override)	X		X	X			
116	Casual Sessional Academic Lump Sum		X	Amount ValueSOVR (Goal Limit Override)	X		X	X			
117	Additional Services-F/T&P/TOnly			Amount ValueSOVR (Goal Limit Override)	X		X	X			
118	Academic-External-Consultant			Amount ValueSOVR (Goal Limit Override)			X	X			
120	Bonus Payment		X	Amount Value	X		X			X	X
122	UAS Weekend Availability Allow		X	Unit Value Only	X		X	X		-	
125	Research Resource Agree – NICTA			Rate Value Only	X		X	X			
130	O/T Single Time			Unit Value Only			X	X		-	
131	O/T Time and a Half			Unit Value Only			X	X		-	
133	O/T Double Time			Unit Value Only			X	X		-	
134	O/T Double Time and a Half			Unit Value Only			X	X		-	
147	A/L LumpA TFL & b/w 78 & 93			Resolves automatically or Unit Value			X	X		-	X
148	A/L Post 17/8/93			Resolves automatically or Unit Value			X			X	X
149	LSL Post 17/8/93			Resolves automatically or Unit Value			X			-	X
150	LSL LumpA TFL & b/w 78 & 93			Resolves automatically or Unit Value			X			-	X
151	LSL LumpB Pre 16/8/78			Resolves automatically or Unit Value			X			-	X
153	Tax Free Limit (lump D)			Amount Value Only						-	X
178	Untaxed Scholar Travel			Amount Value Only						-	X
179	Taxed Scholar Travel			Amount Value Only						-	X
202	LAFHA			Amount Value Only						X	X
204	Living Assistance Allowance				X		X	X		X	X
282	Motor Vehicle KMs Non Taxable			Unit Value (KMs)Rate Value (Engine size)					G	-	
283	Motor Vehicle KMs Taxable			Unit Value (KMs)Rate Value (Engine size)			X		G	-	
291	Travel - Domestic Non Taxable			Amount Value Only						-	
292	Travel - Domestic Part Day/Taxable			Amount Value Only			X			-	

294	Travel - International Meals/Incidentals Non Taxable			Amount Value Only							-	
295	Travel - International Accom/Meals/Incidentals Taxable			Amount Value Only			X				-	
315	Clinical Loading NPR	X		Not required (rules driven)	X	X	X	X	E	X	-	
316	Clinical Loading PR	X		Not required (rules driven)	X	X	X	X	E	X	X	
321	First Aid - Level 2			Not required (rules driven)	X		X	X	U			
322	First Aid - Level 3			Not required (rules driven)	X		X	X	U			
331	Industry	X		Not required (rules driven)	X	X	X	X	U	X	X	
333	Licence - Electrical A Class	X		Not required (rules driven)	X	X	X	X	C	X	-	
334	Licence - Plumber	X		Not required (rules driven)	X	X	X	X	C	X	-	
335	Tool	X		Not required (rules driven)			X	X	C	X	X	
338	Trade	X		Not required (rules driven)	X	X	X	X	U	X	-	
420	ARC Salary Margin	X		SOVR Only (Promotion Level)	X	X	X	X	G	X	X	
430	ARC-Laureate Fellow Supplement	X			X	X	X	X	G	X	X	
460	AWA Loading	X (conditional)			X		X	X		X	-	
500	Personal Leave	X		Resolves automatically from Absence Event	X		X	X		-	X	
501	Personal Leave Half Pay	X		Resolves automatically from Absence Event	X		X	X		-	X	
510	Annual Leave	X		Resolves automatically from Absence Event	X		X	X		-	X	
511	Annual Leave Half Pay	X		Resolves automatically from Absence Event	X		X	X		-	X	
519	Negative Purchased Annual Leave			Amount Value only	X					X	X	
520	Workers' Comp Pre 45wks	X		Resolves automatically from Absence Event	X		X			-	X	
521	Workers' Comp Post 45wks	X		Resolves automatically from Absence Event	X					-	X	
530	Primary Carers Leave Taken	X		Resolves automatically from Absence Event	X		X	X		-	X	
531	Primary Carer Leave Taken HP	X		Resolves automatically from Absence Event	X		X	X		-	X	
532	Partner Leave (supporting)	X		Resolves automatically from Absence Event	X		X	X		-	X	
533	Partner Leave HalfPay (supp)	X		Resolves automatically from Absence Event	X		X	X		-	X	
534	Primary Carer Partner Leave	X		Resolves automatically from Absence Event	X			X		-	X	
535	Primary Carer Partner Lv HP	X		Resolves automatically from Absence Event	X			X		-	X	
536	Parental Leave Taken PRT	X		Resolves automatically from Absence Event	X		X	X		-	X	
537	Parental Leave Half Pay PRT	X		Resolves automatically from Absence Event	X		X	X		-	X	
538	Parental Leave Taken	X		Resolves automatically from Absence Event	X			X		-	X	
539	Parental Leave Taken Half Pay	X		Resolves automatically from Absence Event	X			X		-	X	
540	Long Service Leave	X		Resolves automatically from Absence Event	X		X	X		-	X	
541	Long Service Leave Half Pay	X		Resolves automatically from Absence Event	X		X	X		-	X	
544	Primary Carer Partner Lve PRT	X		Resolves automatically from Absence Event	X		X	X		-	X	
545	Prim Carer Partner Lv HP PRT	X		Resolves automatically from Absence Event	X		X	X		-	X	
550	Professional Leave	X		Resolves automatically from Absence Event	X		X	X		-	X	
560	Professional Allowance Taken			Amount Value only			X			X	X	
570	Maternity Leave	X		Resolves automatically from Absence Event	X			X		-	X	
571	Maternity Leave Half Pay	X		Resolves automatically from Absence Event	X			X		-	X	
580	Other Eligible Leave	X		Resolves automatically from Absence Event	X		X	X		-	X	
581	Defence Forces Leave	X		Resolves automatically from Absence Event	X			X		-	X	
599	Unpaid Leave			Resolves automatically from Absence Event						-	X	
A01	Availability - Amount Only		X	Amount Value Only	X		X	X				
A10	Continuous Standby - 100%		X	Unit Value only	X		X	X				
A11	On-Call Availability 10%		X		X		X	X				
A18	On Call Availability - 18%		X	Unit Value only	X		X	X				
A23	On Call Availability - 23%		X	Unit Value only	X		X	X				
A45	Emergency Availability - 45%		X	Unit Value only	X		X	X				

A50	Emergency Availability - 50%		X	Unit Value only	X		X	X				
ADJ	Net Pay Adjustment			Amount Value Only							-	X
ARC	ARC Gap Payment	X		SOVR Only (ARC Classification)	X	X	X	X	G		X	X
ASI	ASI Gap Payment	X			X		X	X			X	X
AZL	Composite Zone Leaders Allowance	X		Not required (rules driven)	X	X	X	X	U		X	X
D01	Remote Location Allowance			Not required (rules driven)	X	X	X		U			
E02	Nasal Swab		X	Unit Value only	X		X	X	U			
E03	SPF Allowance (ABE, JCSMR)		X	Unit Value only	X		X	X	U			
E18	Clean Lavatories		X	Unit Value only	X		X	X	U			
E25	Laundry			Unit Value only			X	X	C			
EO1	Expense of Office			SOVR Only (Expense of Office Type)			X		E			
ETP NONTAX	Non Trans ETP - Non Taxable						X				X	X
ETP NTAX WIC	Non Taxable Other ETP Earning						X				X	X
ETP TAX	Non Trans ETP - Taxable						X				X	X
ETP TAX WIC	Taxable Other ETP Earning						X				X	X
H09	Projectionist - Monday to Sunday 08.00-01.00		X	Unit Value only	X		X	X	T		-	
H10	Projectionist - Monday to Sunday 01.00-08.00		X	Unit Value only	X		X	X	T		-	
H31	Theatre Level 1 - Monday to Saturday (inc 20%)		X	Unit Value only	X		X	X	T		-	
H32	Theatre Level 1 - Sunday, PH's and Nights (100%)		X	Unit Value only	X		X	X	T		-	
H33	Theatre Level 2 - Monday to Saturday (Inc 20%)		X	Unit Value only	X		X	X	T		-	
H34	Theatre Level 2 - Sunday, PH's and Nights (100%)		X	Unit Value only	X		X	X	T		-	
H35	Theatre Level 3 - Monday to Saturday (Inc 20%)		X	Unit Value only	X		X	X	T		-	
H36	Theatre Level 3 - Sunday, PH's and Nights (100%)		X	Unit Value only	X		X	X	T		-	
H37	Theatre Level 4 - Monday to Saturday (Inc 20%)		X	Unit Value only	X		X	X	T		-	
H38	Theatre Level 4 - Sunday, PH's and Nights (100%)		X	Unit Value only	X		X	X	T		-	
H39	Theatre Level 5 - Monday to Saturday (Inc20%)		X	Unit Value only	X		X	X	T		-	
H40	Theatre Level 5 - Sunday, PH's and Nights (100%)		X	Unit Value only	X		X	X	T		-	
H41	Theatre Level 6 - Monday to Saturday (Inc 20%)		X	Unit Value only	X		X	X	T		-	
H42	Theatre Level 6 - Sunday, PH's and Nights (100%)		X	Unit Value only	X		X	X	T		-	
H43	Theatre Level 7 - Monday to Saturday (Inc 20%)		X	Unit Value only	X		X	X	T		-	
H44	Theatre Level 7 - Sunday, PH's and Nights (100%)		X	Unit Value only	X		X	X	T		-	
H61	Theatre - Recording Allowance		X		X		X	X	T		-	
H65	Theatre House Manager - Monday to Saturday (20%)		X	Unit Value only	X		X	X	T		-	
H66	Theatre House Manager - Night (100%)		X	Unit Value only	X		X	X	T		-	
H81	Sim Pat Gr1 Min Pay 3hrs		X		X		X	X	T		-	
H82	Sim Pat Gr2 Min Pay 3 hrs		X		X		X	X	T		-	
H83	Sim Pat Gr1 Hrs > 3		X		X		X	X	T		-	
H84	Sim Pat Gr2 Hrs > 3		X		X		X	X	T		-	
H85	Sim Patient Min Lrg		X		X		X	X	T		-	
H86	Sim Patient Lrg >3		X		X		X	X	T		-	
I12	Invigilator - ANU Exam - Assistant		X	Unit Value only	X		X	X	E		-	
I24	Invigilator - In Charge up to 50		X	Unit Value only	X		X	X	E		-	
I25	Invigilator - In Charge 51-200		X	Unit Value only	X		X	X	E		-	
I26	Invigilator - In Charge 201-400		X	Unit Value only	X		X	X	E		-	

I27	Invigilator - In Charge 401-700		X	Unit Value only	X		X	X	E	-	
I31	Invigilator - Non ANU - In Charge		X	Unit Value only	X		X	X	E	-	
I32	Invigilator - Other Exams Assistant		X	Unit Value only	X		X	X	E	-	
INC	Incapacity Payments			Rate Value only						X	X
IPR	IP Royalties Payments		X		X		X			-	X
KAC	Car Allowance	X (conditional)		Not required (rules driven)			X			X	X
KHL	Health Plan Subsidy				X		X			X	X
KOL	Overtime Loading	X (conditional)		Rate Value only SOVR (Allowance Options) if applicable	X		X	X	E (conditional)		-
KPI	Phone/Internet Allowance			Not required (rules driven)			X				-
KRL	Responsibility Loading	X (conditional)		Rate Value or Percent Value SOVR (Allowance Options) if applicable	X	X (conditional)	X	X	E (conditional)	X	X
L99	Duffield Loading RSAA	X		Not required (rules driven)	X		X	X		X	-
LB1	Annual Leave Loading - Marginally taxed			Resolves automatically from rules			X			-	X
LB2	Annual Leave Loading - Lump A taxed			Resolves automatically from rules			X			-	X
LDC	College Dean/Chair Loading	X (conditional)		Rate Value Only	X		X	X		X	-
LDE	Dty,Asc,Sub Dean/Dir Loading	X			X		X	X	E	X	X
LDI	Director Loading	X (conditional)		Rate Value Only	X		X	X		X	X
LOU	Head Academic Organisational Unit	X (conditional)		Rate Value Only	X		X	X	E	X	X
LPH	PhD Loading	X			X	X	X	X	E	X	X
LSA	Long Service Allowance	X		Rate Value Only	X	X	X	X	U	X	X
LSM	Salary Maintenance Loading	X		Rate Value Only	X	X	X	X	E	X	X
LSN	Salary Maintenance				X		X	X		X	-
MKT	Market Related Loading	X (conditional)		Rate Value or Percent Value SOVR (Allowance Options) if applicable	X	X (conditional)	X	X	E (conditional)	X	X
MRT	Merit Related Loading	X (conditional)		Rate Value or Percent Value SOVR (Allowance Options) if applicable	X	X (conditional)	X	X	E (conditional)	X	X
NSL	Network Support Loading			Not required (rules driven)	X		X	X			
OVP	Overpayment Adjustment									-	X
PIA	Pay In Advance			Amount Value Only						-	X
POI	POI Earnings			Resolves automatically from Eligibility Group (POI) or Rate Value or Amount Value			X			X	X
PLP	Parental Leave Pay								G	X	X
PRL	Pre Retirement Loading	X		Rate Value Only	X		X	X		X	-
S01	Scholars OSeas Dependants			SOVR Only (Scholar Overseas Dependants)					G	X	-
S07	AusAID Accompanied Scholar			Not required (rules driven)					G	X	-
S08	ACIAR Scholar Accompanied			Not required (rules driven)					G	X	-
S09	Scholarship Allowance								G	X	X
SN1	ShortNoticeCall			Unit Value only	X		X	X	U	-	
T11	Lecture - Specialised		X	Unit Value only	X		X	X	E		
T12	Lecture - Developed		X	Unit Value only	X		X	X	E		
T13	Lecture - Basic		X	Unit Value only	X		X	X	E		
T14	Lecture - Repeat		X	Unit Value only	X		X	X	E		
T21	Tutorial - Normal Circumstances		X	Unit Value only	X		X	X	E		
T23	Tutorial - Normal - Repeat		X	Unit Value only	X		X	X	E		
T24	Tutor - AusAID Scholar - Group		X	Unit Value only	X		X	X			
T26	Tutor - AusAID Scholar - Graduate		X	Unit Value only	X		X	X			
T27	Tutor - AusAID Scholar - Lecturer		X	Unit Value only	X		X	X			
T28	ATAS Tutor -Graduates - Single		X	Unit Value only	X		X	X	E		
T29	ATAS Tutor -Graduates - Group		X	Unit Value only	X		X	X	E		
T41	Marking - Rate A High Level		X	Unit Value only	X		X	X	E		
T42	Marking - Rate B Standard		X	Unit Value only	X		X	X	E		
T44	CSA - Other Required Activity		X	Unit Value only	X		X	X	E		
T45	Tutorial - PhD Co-ordinator		X	Unit Value only	X		X	X	E		

T46	Tutorial Repeat - PhD Co-ordinator		X	Unit Value only		X		X	X	E		
T47	Music Accompaniment Special - Normal		X	Unit Value only		X		X	X	E		
T48	Music Accompaniment Special - PhD Co-ordinator		X	Unit Value only		X		X	X	E		
T49	Marking - PhD Coordinator		X	Unit Value only		X		X	X	E		
T50	CSA - Other PhD Co-ordinator		X	Unit Value only		X		X	X	E		
T51	Part-time Instructor Legal Workshop		X	Unit Value only		X		X	X	E		
T52	Pre-Tertiary Music Tuition		X	Unit Value only		X		X	X	E		
T53	Performance Session		X	Unit Value only		X		X	X	E		
T54	Performance Session - Repeat		X	Unit Value only		X		X	X	E		
T11A	Lecture - Specialised Experience		X			X		X	X	E		
T12A	Lecture - Developed Experience		X			X		X	X	E		
T13A	Lecture - Basic Experience		X			X		X	X	E		
T14A	Lecture - Repeat Experience		X			X		X	X	E		
T21A	Tutorial - Normal Circumstances Experience		X			X		X	X	E		
T23A	Tutorial - Normal - Repeat Experience		X			X		X	X	E		
T28A	ATAS Tutor -Graduates - Single Experience		X			X		X	X	E		
T29A	ATAS Tutor -Graduates - Group Experience		X			X		X	X	E		
T41A	Marking - Rate A High Level Experience		X			X		X	X	E		
T42A	Marking - Rate B Standard Experience		X			X		X	X	E		
T44A	CSA - Other Required Activity Experience		X			X		X	X	E		
T45A	Tutorial - PhD Co-ordinator Experience		X			X		X	X	E		
T46A	Tutorial Repeat - PhD Co-ordinator Experience		X			X		X	X	E		
T47A	Music Accompaniment Special - Normal Experience		X			X		X	X	E		
T48A	Music Accompaniment Special - PhD Co-ordinator Experience		X			X		X	X	E		
T49A	Marking - PhD Coordinator Experience		X			X		X	X	E		
T50A	CSA - Other PhD Co-ordinator Experience		X			X		X	X	E		
T52A	Pre-Tertiary Music Tuition Experience		X			X		X	X	E		
T53A	Performance Session Experience		X			X		X	X	E		
T54A	Performance Session - Repeat Experience		X			X		X	X	E		
T60	Lvl A1 - Clinical Skills Tutor		X			X		X	X	E		
T61	Lvl A2 - Clinical Skills Tutor		X			X		X	X	E		
T62	Lvl A3 - Clinical Skills Tutor		X			X		X	X	E		
T63	Lvl A4 - Clinical Skills Tutor		X			X		X	X	E		
T64	Lvl B1 - Clinical Skills Tutor		X			X		X	X	E		
T65	Lvl B2 - Clinical Skills Tutor		X			X		X	X	E		
T66	Lvl B3 - Clinical Skills Tutor		X			X		X	X	E		-
T67	Lvl C1 - Clinical Skills Tutor		X			X		X	X	E		
T68	Lvl C2 - Clinical Skills Tutor		X			X		X	X	E		
T69	Lvl C3 - Clinical Skills Tutor		X			X		X	X	E		
TEA	Meal Allowance			Unit Value only				X		C	-	X