

## Schedule A – Supplementary Payments

**Table 1: Heads of Department / School Loading**

In recognition of required additional responsibilities, Heads of Department/School (**HoD/S**) will receive a loading over and above base salary rates set out in the Enterprise Agreement (**EA**), calculated at the base salary rate plus the percentage loading and, is determined based on the size of the respective department as follows:

| Department Size | Academic Staff Numbers | EFTSU       | Budget       |
|-----------------|------------------------|-------------|--------------|
| Large           | > 25 FTE               | > 500       | > \$5m       |
| Medium          | > 5 FTE                | > 100       | > \$1m       |
| Small           | 5 or less FTE          | 100 or less | \$1m or less |

For a department to be sized as medium or large, two of the three criteria in the table must be met.

The source of data is:

- **Academic staff numbers:** the full time equivalent academic staff numbers reported by Themis as at 31 March (this does not include casual staff).
- **EFTSU:** the total department EFTSU (all sources) as reported by the Finance and Planning Group based on figures as at 31 March census.
- **Budget:** the department budget, including student fee income, as provided by the Finance and Planning Group.

In circumstances where department sizing is subject to change, the following applies:

- If a department increases in size an adjustment will be made to the Head of Department's remuneration effective from 1 April.
- If a department reduces in size, the matter will be referred to the relevant Dean for a decision.
- If a change in one of the factors results in a department reducing in size, but it remains within 10% of the larger criteria, the remuneration arrangements may remain unchanged.

**Table 2: Academic Board officers remuneration**

The President, Vice-President and the Deputy Vice-President receive a special remuneration package in recognition of the responsibilities associated with their office.

| Academic Board Officers | 01/05/2024 | 01/05/2025 | 01/11/2025 |
|-------------------------|------------|------------|------------|
| President Year 1        | 367,539    | 376,727    | 384,262    |

|                       |         |         |         |
|-----------------------|---------|---------|---------|
| President Year 2      | 380,015 | 389,515 | 397,305 |
| Vice-President        | 330,669 | 338,936 | 345,715 |
| Deputy Vice-President | 293,808 | 301,153 | 307,176 |