

Support for continued data collection and analysis concerning mobility patterns and career paths of researchers

Country profile – Remuneration Australia

1	RESEARCHER REMUNERATION IN ACADEMIA	2
1.0	Introduction _____	2
1.1	Main indicators _____	3
1.2	Salaries, stipends and benefits by job positions and employment contract _____	4
1.3	Tax System _____	5
1.4	Labour legislation in the Higher Education Sector _____	5
1.5	Social Security System _____	6
1.6	Quality of Life _____	6
1.7	Salary data of university researchers by country – A literature survey _____	7

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1 RESEARCHER REMUNERATION IN ACADEMIA

1.0 Introduction

This is one of a series of more than 40 country profiles summarising data on the remuneration of researchers and work-related benefits in the academic sector. Data were collected for the European Commission in 2012 by an extensive network of national experts as part of the MORE 2 study. The profiles provide also complementary data from official sources.¹

A report containing a comparative analysis of the data and more qualitative information related to the remuneration of researchers will also be published as part of the MORE2 study.

The profiles are structured as follows:

1. Main indicators
2. Salaries, stipends and benefits by job position and employment contract
3. Tax system
4. Labour legislation in the Higher Education Sector
5. Social security system
6. Quality of life
7. Where available: Gross annual earnings and hourly earnings of non-academic researchers
8. Where available: Salary data of university researchers by country – A literature survey

In the first section, the main indicators on remuneration (salaries, stipends, and the degree of autonomy of universities to decide on remuneration-related aspects) are compared with the EU-average and the US. In the second section, the profiles summarise minimum, average and maximum annual gross salaries (both in national currency and in purchasing power parities) for all available job positions and employment statuses.

The following sections present an assessment of the value of the gross annual salaries. As it is very difficult to collect data on net salaries that are meaningfully comparable across countries due to very specific regulations, the country profiles include information on the dues that are typically deducted from gross salaries in order to provide an indication of the level of net salaries. Furthermore, data are also presented on the public benefits researchers receive for these deductions. It is important to note that the data provide an indication of the remuneration package and do not offer an exact, comparable measure for researcher salaries across countries.

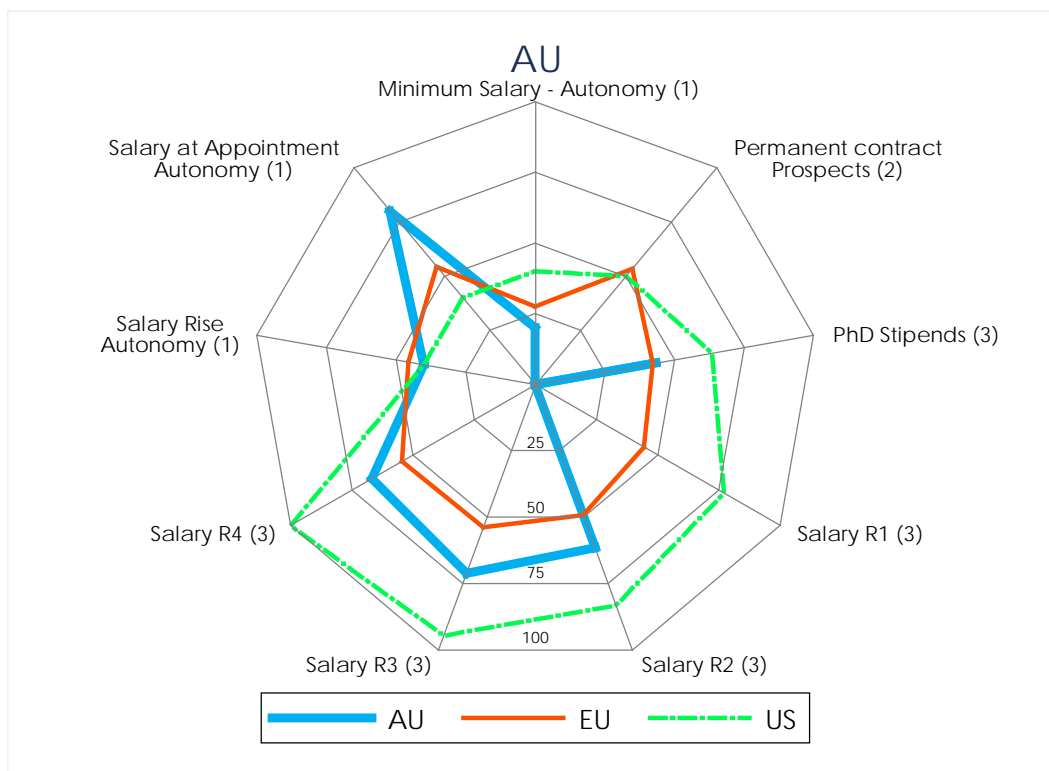
Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

Further information on data collection and results of the study is available in:

IDEA Consult et al, 2013. MORE2 - Support for continued data collection and analysis concerning mobility patterns and career paths of researchers, Remuneration Cross-Country Report (WP4). European Commission, DG Research and Innovation.

¹ Data have been collected in 2012. If there are more recent data available, they have not been included in the country profiles but the respective sources are listed in chapter 7 of the MORE2 WP4 report (IDEA et al. 2013).

1.1 Main indicators



Source: MORE II expert survey; Spokes are normalised minimum = 0, and maximum = 100% in case of „PhD-Stipends“ and „Salaries R1-R4“, maximum = R1 in case of „Permanent contract“, and maximum = 5 in case of „Salary rise“, „Salary at appointment“, and „Minimum salary“. Missing values are set to zero.

- 1) **Degree of autonomy:** „Salary rise“, „Salary at appointment“, and „Minimum salary“ based on question: „Please indicate the institutional level at which the following aspects of public university researchers are de-termined?“ Scale: (1) National, (2) Regional (state), (3) Sector/collective agreements, (4) University, (5) Individual negotiation, (0) missing value;
- 2) **Prospect of a “permanent contract”** shows the lowest career stage (R1-R4) at which university researchers can obtain permanent contracts.
- 3) **Salaries:** „PhD Stipends“, „Salaries R1-R4“ show gross annual salaries (in PPP €) paid in the country as a percentage of the best paying country at this career stage.

1.2 Salaries, stipends and benefits by job positions and employment contract

Rank	Name	Type of contract Employment status	Contract duration	Annual Gross Salary in national currency and (in PPP €)			Mandatory insurances		
				Minimum	Average	Maximum	Health care	Unemployment	Pension
R1	PhD-Candidate ¹⁾	Stipendiary	Fixed 2-4 years	.	23,728	.			
R1	Research Officer ²⁾	Employee		(.)	(10,779)	(.)			X
R2	Assistant Lecturer (Level A Academic) ³⁾	Employee		51,876 (24,610)	60,804 (28,846)	69,732 (33,081)			X
R2	Lecturer (Level B Academic) ⁴⁾	Employee		73,428 (34,835)	80,196 (38,046)	86,976 (41,262)			X
R2	Research Assistant (Level A Academic) ⁵⁾	Civil Servant		.	.	.			X
R2	Research Assistant (Level A Academic) ⁶⁾	Employee		(.)	(.)	(.)			X
R2	Research Fellow (Level B Academic) ⁷⁾	Civil Servant		.	.	.			X
R2	Research Fellow (Level B Academic) ⁸⁾	Employee		(.)	(.)	(.)			X
R3	Senior Lecturer (Level C Academic) ⁹⁾	Employee		89,784 (42,594)	96,552 (45,805)	103,332 (49,021)			X
R3	Senior Research Fellow (Level C Academic) ¹⁰⁾	Civil Servant		.	.	.			X
R3	Senior Research Fellow (Level C Academic) ¹¹⁾	Employee		(.)	(.)	(.)			X
R4	Assistant Professor (Level D Academic) ¹²⁾	Employee		107,976 (51,225)	113,352 (53,775)	118,728 (56,325)			X
R4	Principal Research Fellow (Level D/E Academic) ¹³⁾	Employee		.	.	.			X
R4	Professor (Level E Academic) ¹⁴⁾	Employee		(.)	138,552 (65,730)	(.)			X

Source: MORE II - Expert Survey; National currency: AUD; Annual Gross Salary: Source: 1) 2012; <http://www.innovation.gov.au/research/researchblockgrants/pages/australianpostgraduateawards.aspx>; 3, 4, 9, 12, 14) 2008; Welch A. (2012), Academic Salaries, Massification, and the Rise of an Underclass in Australia, in: Altbach P. et al. (2012), Paying the Professoriate. A Global Comparison of Compensation and Contracts, New York - London, Routledge; Notes: ad Stipends: The most commonly awarded stipend for PhD candidates in Australia is known as the Australian Postgraduate Award (APA). This stipend was \$23,728 per annum in 2012 for a full-time student. This is tax free over the period of candidacy (usually a three year period, which can be extended subject to university agreement - usually extension is a maximum of 6 months). Australian citizens, New Zealand citizens, and holders of Australian permanent resident visas are eligible to receive an APA, as are international students holding an International Postgraduate Research Scholarship. Individual providers are responsible for managing the scholarship process including application, selection and offers to students. Providers also offer a range of different 'top-up' scholarships to the APA; PPP: Salaries and Stipends in national currency are converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$ = 1EURO; if the year of the salary or the stipend is not 2011, the amount was grossed up to 2011 using the unit labour costs index of the AMECO database.

1.3 Tax System

Taxes							
Income bracket in national currency from	0	6,001	37,001	80,001	180,001		
Income bracket in national currency to	6,000	37,000	80,000	180,000	max		
Marginal Tax rate	0	15	30	37	45		
Levy of income tax	The employer automatically deducts the income tax from the gross salary						

Tax Wedge in % of labour costs			
Single, no children (average wage)	26.22	Married couple, two children (average wage)	12.07
Single, no children (167% of average wage)	31.70	Married couple, two children (167% of average wage)	21.00
Married couple, no children (133% of average wage)	22.40		

Tax rate: Source: OECD, 2011*; **Levy of income tax:** Source: MORE II - Expert Survey based on question "Please indicate how personal income tax is usually levied?"; **Tax Wedge in % of labour costs:** Source: OECD, 2010*; Note: Income tax plus employee and employer contributions less cash benefits in % of the labour costs for selected personal circumstances.
 * More recent data available, cf. IDEA et al. 2013, ch. 7.

1.4 Labour legislation in the Higher Education Sector

Institutional levels determining remuneration aspects			
Salary (at appointment)	University	Unemployment insurance	Sector/collective agreements; University
Salary rise	Sector/collective agreements; University	Health care insurance	Sector/collective agreements; University
Minimum salary	National	Retirement pension insurance	National
Working time	Sector/collective agreements; University		
Relevant factors for salary rise (incl. rank)	Seniority(1); Performance(2)		

Source: MORE II - Expert Survey based on question "Please indicate the institutional level at which the following aspects of public university researchers are determined?".

Dismissal of University Researchers					
	9 months tenure	4 years tenure	20 years tenure		
Notice period (in months)	0.2	0.7	0.9	2008	OECD
Severance pay (in months)	0 all workers / 0 redundancy cases	0 all workers / 8 weeks redundancy cases	0 all workers / 8 weeks redundancy cases	2008	OECD
Duration of Compensation in case of Unemployment (in Months)	-				
Average Net Replacement Rate in case of Unemployment (in % of previous income for a 40 year old)					
Two-earner married couple, no child	36		Two-earner married couple, two children	46	

Dismissal of University Researcher: Note: Conversion into months if original data are listed in weeks or days: weeks/7 days * 30 days; days * 30 days; **Duration of Compensation in case of Unemployment (in Months):** Note: For a 40-year old (where benefits are conditional on work history, the table assumes a long and uninterrupted employment record); **Average Net Replacement Rate:** Source: OECD, 2010*; Note: The percentage of a worker's pre-unemployment income that is paid out by the unemployment insurance when the worker becomes unemployed in two different categories of personal circumstances.
 * More recent data available, cf. IDEA et al. 2013, ch. 7.

1.5 Social Security System

Public social spending (% of GDP)	16.02	2007*	OECD	Public health spending (% of GDP)	5.74	2007*	OECD
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Insurances usually go beyond what is mandated by law

Additional health care insurance							
Additional health care insurance by university	-			Do researchers usually have additional private health care insurance?	Yes		
Covered by researchers' remuneration package (incl. mandatory insurance)	No compulsory coverage						
Additional retirement pension insurance							
Additional retirement pension insurance by university	Always			Do researchers usually have additional private retirement pension insurance?	No		
Additional (private) retirement pension insurance is...	Not important						

Additional health care/retirement pension insurances by university: Source: MORE II - Expert Survey based on question "Do universities provide the following social security insurances for university researchers, exceeding what is mandated by law?"; **Do researchers usually have additional private health care/retirement pension insurance?** Source: MORE II - Expert Survey based on questions "Do researchers usually purchase additional health care insurance/pension funds, beyond what is already provided in the remuneration package?"; Country-specific comment: There are tax incentives for employees to purchase health insurance, so many who earn above average salaries do so. Exact uptake numbers are unknown; **Covered by researchers' remuneration package (incl. mandatory insurance):** Source: MORE II - Expert Survey based on question "Please indicate the extent to which health care is compulsorily covered by researchers' remuneration packages in your country."; **Additional (private) retirement pension insurance is...:** Source: MORE II - Expert Survey based on question "How important is additional (private) retirement pension insurance for researchers in order to maintain their personal standard of living after retirement?".

* More recent data available, cf. IDEA et al. 2013, ch. 7.

1.6 Quality of Life

Income and Welfare				Governance			
GDP per capita (in PPP €)	28,332	2011	Worldbank	Voice and Accountability #	10 / 46	2011	Worldbank
GDP per capita (in €)	43,565	2011	Worldbank	Political Stability and Absence of Violence #	18 / 46	2011	Worldbank
Human Development Index #	2 / 46	2011*	HDI	Government Effectiveness #	10 / 46	2011	Worldbank
Life expectancy	81.90	2011*	UNDESA	Regulatory Quality #	6 / 46	2011	Worldbank
				Rule of Law #	8 / 46	2011	Worldbank
				Control of Corruption #	7 / 46	2011	Worldbank
Quality of public child care				Quality of Education			
Net childcare costs (% avg wage)	13.29	2004	OECD	Average Years of Schooling #	5 / 45	2010	OECD
Childcare fees (% avg wage)	22.36	2004	OECD	PISA reading score #	7 / 43	2009	OECD
Public spending on childcare and early education (% GDP)	0.39	2007*	OECD	PISA mathematic score #	11 / 43	2009	OECD
Public spending on family benefits (% GDP)	2.81	2007*	OECD	PISA science score #	8 / 43	2009	OECD
Public spending on pre school services (% GDP)	0.20	2007*	OECD	Public expenditures on education (% of GDP)	4.47	2009	OECD
Ratio of child to carer	7.50	2009	OECD	Private expenditures on education (% of GDP)	1.53	2009	OECD
Ratio of children to teaching staff	-						

Ranking within countries with available data covered in this study; **GDP per capita (in PPP €):** Note: GDP per capita is converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$ = 1EURO; **Life expectancy:** Note: Number of years a new born infant could expect to live if prevailing patterns of age-specific mortality rates at the time of birth stay the same throughout the infant's life; **Net childcare costs:** Note: for a dual earner family with full-time arrangements of 167% of the average wage in % of the average wage; **Childcare fees:** Note: Childcare fees per two-year old attending accredited early-years care and education services; Childcare fees in % of average wage; **Public spending on childcare and early education:** Note: Total spending in % of GDP; **Public spending on family benefits:** Note: Public expenditure on pre-school services in % of GDP; **Public spending on pre school services:** Note: Public expenditure on pre-school services, in % of GDP; **Ratio of children to carers:** Note: Shows the average child-to-carer/educator ratio for children not yet 4 years of age who attend licensed day care facilities; **Ratio of children to teaching staff:** Note: For children attending pre-school, certified teacher-to-child ratios are calculated by dividing the number of full-time equivalent children enrolled in pre-school programmes by the number of full-time equivalent teachers at that level.

* More recent data available, cf. IDEA et al. 2013, ch. 7.

1.7 Salary data of university researchers by country – A literature survey

Australia						
Position	Salary (Range)	Currency	Reported salary	Year	Source	Note
Lecturer	3810	PPP\$	Average monthly salary	2005-06	Altbach et al. (2008)	Academic year
Professor	6570	PPP\$	Average monthly salary	2005-06	Altbach et al. (2008)	Academic year
Lecturer	59000	PPP US\$	Average annual salary	2008	Coates et al. (2009)	
Senior lecturer	71200	PPP US\$	Average annual salary	2008	Coates et al. (2009)	
Associate Professor	83700	PPP US\$	Average annual salary	2008	Coates et al. (2009)	
Professor	102300	PPP US\$	Average annual salary	2008	Coates et al. (2009)	
Associate Lecturer	45000	PPP US\$	Average annual gross salary	2005-08	Deloitte (2008)	
Lecturer	59000	PPP US\$	Average annual gross salary	2005-08	Deloitte (2008)	
Senior Lecturer	71200	PPP US\$	Average annual gross salary	2005-08	Deloitte (2008)	
Associate Professor	83700	PPP US\$	Average annual gross salary	2005-08	Deloitte (2008)	
Professor (minimum)	102300	PPP US\$	Average annual gross salary	2005-08	Deloitte (2008)	
Assistant Lecturer	31136	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	minimum
Assistant Lecturer	37007	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	middle of scale
Assistant Lecturer	41997	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	maximum
Lecturer	44198	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	minimum
Lecturer	48255	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	middle of scale
Lecturer	52446	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	maximum
Senior Lecturer	54093	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	minimum
Senior Lecturer	58134	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	middle of scale
Senior Lecturer	61595	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	maximum
Associate Professor	65067	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	minimum
Associate Professor	68084	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	middle of scale
Associate Professor	71651	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	maximum
Professor	83463	PPP US\$	Average annual salary	2001-02	Horsley et al. (2005)	minimum
Lecturer A (Assistant/Associate Lecturer)	43177	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	maximum
Lecturer A (Assistant/Associate Lecturer)	32252	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	minimum
Lecturer A (Assistant/Associate Lecturer)	37715	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	average
Lecturer B (Lecturer)	53867	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	maximum
Lecturer B (Lecturer)	45426	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	minimum
Lecturer B (Lecturer)	49647	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	average
Senior Lecturer	63989	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	maximum
Senior Lecturer	55555	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	minimum
Senior Lecturer	59772	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	average
Associate Professor	73546	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	maximum
Associate Professor	66800	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	minimum
Associate Professor	70173	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	average
Professor	85916	PPP US\$	Average annual salary	2006-07	Kubler & Lennon (2007)	minimum
Associate Lecturer/Lecturer A	46657	AU\$	Average annual salary	2003	Robinson (2006)	
Lecturer/Lecturer B	61256	AU\$	Average annual salary	2003	Robinson (2006)	
Assistant Professor/Senior Lecturer	73706	AU\$	Average annual salary	2003	Robinson (2006)	
Associate Professor/Senior Lecturer/Reader	86462	AU\$	Average annual salary	2003	Robinson (2006)	
Professor	105375	AU\$	Average annual salary	2003	Robinson (2006)	
Associate Lecturer/Lecturer A	34428	AU\$	Average annual salary	2003	Robinson (2006)	
Lecturer/Lecturer B	45201	AU\$	Average annual salary	2003	Robinson (2006)	
Assistant Professor/Senior Lecturer	54387	AU\$	Average annual salary	2003	Robinson (2006)	
Associate Professor/Senior Lecturer/Reader	63800	AU\$	Average annual salary	2003	Robinson (2006)	
Professor	77756	AU\$	Average annual salary	2003	Robinson (2006)	
Associate Professor	5918	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	minimum
Associate Professor	6519	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	maximum
Professor	7623	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	minimum
Lecturer	4012	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	minimum
Lecturer	4463	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	average
Lecturer	4764	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	maximum
Senior Lecturer	4914	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	minimum
Senior Lecturer	5365	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	average
Senior Lecturer	5666	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	maximum
Associate Lecture	2808	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	minimum
Associate Lecture	3290	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	average
Associate Lecture	3811	€	Monthly gross salary	2009	Academic Careers Observatory (ACO)	maximum

Australia (continued)					
Position	Salary (Range)	Currency	Reported salary	Year	Source Note
Level A	4323	AU\$	Monthly salary	2010	Altbach et al. (2012) bottom
Level A	5067	AU\$	Monthly salary	2010	Altbach et al. (2012) middle
Level A	5811	AU\$	Monthly salary	2010	Altbach et al. (2012) top
Level B	6119	AU\$	Monthly salary	2010	Altbach et al. (2012) bottom
Level B	6683	AU\$	Monthly salary	2010	Altbach et al. (2012) middle
Level B	7248	AU\$	Monthly salary	2010	Altbach et al. (2012) top
Level C	7482	AU\$	Monthly salary	2010	Altbach et al. (2012) bottom
Level C	8046	AU\$	Monthly salary	2010	Altbach et al. (2012) middle
Level C	8611	AU\$	Monthly salary	2010	Altbach et al. (2012) top
Level D	8998	AU\$	Monthly salary	2010	Altbach et al. (2012) bottom
Level D	9446	AU\$	Monthly salary	2010	Altbach et al. (2012) middle
Level D	9894	AU\$	Monthly salary	2010	Altbach et al. (2012) top
Level E	11546	AU\$	Monthly salary	2010	Altbach et al. (2012) top
Rank 5	3930	PPP US\$	Average monthly salary	2010	Altbach et al. (2012) public universities
Rank 4	5183	PPP US\$	Average monthly salary	2010	Altbach et al. (2012) public universities
Rank 3	6240	PPP US\$	Average monthly salary	2010	Altbach et al. (2012) public universities
Top rank	7499	PPP US\$	Average monthly salary	2010	Altbach et al. (2012) public universities