| 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 | Unit Value Only | 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 Value SOVR (Goal Limit Override) | X | | X | X | | | |
| 116 | Casual Sessional Academic Lump Sum | | X | Amount Value SOVR (Goal Limit Override) | X | | X | X | | | |
| 117 | Additional Services-F/T&P/TOnly | | | Amount Value SOVR (Goal Limit Override) | X | | X | X | | | |
| 118 | Academic-External-Consultant | | | Amount Value SOVR (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 | - | |

| Code | Description | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | | |
| 328 | Composite Security Allowance | X | | Not required (rules driven) | X | X | X | X | E | X | X |
| 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 | Parental Leave Taken | X | | Resolves automatically from Absence Event | X | | X | X | | - | X |
| 531 | Parental Leave Half Pay | X | | Resolves automatically from Absence Event | X | | X | X | | - | X |
| 532 | Partner Leave | X | | | X | | X | X | | - | X |
| 533 | Partner Leave Half Pay | X | | | X | | 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 |
| 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 |

| Code | Description | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | - | | |

| Code | Description | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 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/IDir 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 | 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 | | |

| Code | Description | | | | | | | | | | |
|------|-------------|---|---|---|---|---|---|---|---|---|---|
| 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 Expericence | 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 |