

Hey Big Spender!

An analysis of Australian universities and how much they pay their general staff

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Analysis of aggregated data files on staff sent by all Australian universities to DEST in 2007 and of salary schedules posted on university websites reveals a considerable variation between salaries paid to general staff at each salary level and the relative seniority of those staff. This paper outlines the differences in staffing structures and identifies the higher-paying (and therefore the lower-paying) universities in a sector that is otherwise notable for its convergence rather than its diversity.

Introduction

There is a perception that there is little variation in the salaries Australian universities paid their staff at any given rank. What did vary in some instances was the salary range considered to be appropriate for undertaking a particular function. It is likely that this is still the case. Some universities might place a higher weight on a given function than other universities, or perhaps larger universities pay higher salaries than smaller ones for some functions, on the grounds of size and/or complexity. Rather than there being sector-wide determinations of salary levels, institutions and workers strike their own bargain for salary levels and the date from which those salaries become effective. Over time, this has led to disparities between universities.

Methodology

Two sources of data were employed for this study. Staff statistics were obtained from the DEEWR website (DEEWR 2008). Staff numbers expressed in full time equivalents were used. The focus of the study was general staff, but only those reported by their institutions of having a 'function' described as 'Other'. 'Function' is a defined term universities must follow when sub-

mitting staff statistics. 'Other' staff are those that are not 'Teaching Only' or 'Teaching and Research', both of which are the preserve of 'academic' staff. General staff CAN be classified as having a 'Research Only' function, but many universities include all their general staff as 'Other'.

In order to consider a homogeneous staff population, some categories of staff were excluded. General staff described by their university as fulfilling a 'Research-Only' function were not included, because many universities do not attribute the 'Research-Only' function to any of their general staff. Staff working for universities but not in the higher education sector (such as in dual-sector universities) were also excluded, as were staff working in Cooperative Research Centres and 'controlled entities'. These staff groups aren't present in all universities, and were excluded with the intention of analysing a predominantly homogenous general staff population.

Salaries information was obtained from university websites, and this was a straightforward matter for most universities. In many cases, typing 'salary' into the university's internal search engine yielded the required information within a few key-strokes. However, a couple of universities seemed disinclined to provide this most basic piece of information. In a

Table 1: University Staff 2007 by Function (FTE)

Staff Type	Teaching Only	Research Only	Teaching & Research	Other	Total
Academic	863	9188	25122	633	35806
General		2552		43825	46377
Total	863	11740	25122	44458	

Source: DEEWR. Aggregated Data Set 'Stag2007'

couple of cases, a laborious search for well-hidden enterprise agreements was necessary. The salary information used below reflects the second point of the scale for each level, and where relevant, the salaries paid to staff working 35 hours per week were used. Where necessary, recent job advertisements were used to confirm the salaries paid to staff of different general staff ranks.

Most universities use the term 'higher education worker' (HEW) to describe the levels at which general staff are remunerated. This mostly common terminology suggests a level of consistency that isn't there. In general, staff are ranked from 'Below HEW 1' (apprentices and the like) to 'Above HEW 10' (senior management).

One of the causes of some variations between universities of salaries paid is the date at which wage determinations become effective. However, even allowing for this, there are still considerable gaps between universities. The salaries referred to in this paper are those that had been formally agreed to at the time it was going to press.

Some background statistics

Table 1 shows the number of full-time and fractional full-time staff reported by universities in 2007 and identifies the population examined for this paper. The highlighted number represents over 53 per cent of the total university workforce. As noted earlier, certain categories of staff have been excluded in the interests of homogenising the staff population.

Table 2 shows the distribution of general staff by rank. Most staff are ranked at HEW levels 4, 5, and 6. The median point (that is, the rank which represents the halfway point the within the sector) falls within HEW 6. Some universities appear to deal differently with the most junior and the most senior staff, so staff ranked at Below HEW 1 and HEW 1 have been added together, as have staff at HEW 10 and Above HEW 10.

The focus of this paper is the differences in general staffing profiles and salaries at different universities.

Table 2: General Staff (Excl. Research Only) 2007 by HEW Level (FTE)

Level	No.	%	Accumulated %
Below HEW 2	381	1%	1%
HEW 2	875	2%	3%
HEW 3	3619	8%	11%
HEW 4	7262	17%	28%
HEW 5	9003	21%	48%
HEW 6	7671	18%	66%
HEW 7	6012	14%	79%
HEW 8	4199	10%	89%
HEW 9	2232	5%	94%
Above HEW 9	2569	6%	100%
Total	43825	100%	

Source: DEEWR. Aggregated Data Set 'Stag2007'.

Appendix 1 contains detailed tables that show the distribution of general staff by each HEW level and university. Table 3, a summarised version of Appendix 1, shows that there is a considerable difference between universities as to the relative seniority of their staff. At Charles Sturt University for instance, 47 per cent of staff are ranked lower than HEW 5, and only 17 per cent are ranked at levels above HEW 6. This is in stark contrast with the situation at UTS, where only 13 per cent of general staff are ranked below HEW 5, and 47 per cent above HEW 6. Several other universities also have relatively low proportions of staff in the junior ranks. The national average proportion of general staff below HEW 5 was 28 per cent. Looking at those universities with a propensity toward junior-ranked staff, six of the ten institutions at the top of Table 3 are regional universities.

Eighteen universities had at least one-third of their general staff classified at above HEW 6. Many of these also had a low proportion of junior-ranked staff. Among Group of Eight universities, only the Universities of Queensland and Western Australia had fewer than 33 per cent of their general staff classified in ranks above HEW 6. Melbourne and Monash have similar staff distribution patterns according to Table 3, and so do the Universities of Sydney and New South Wales. Swinburne had relatively few staff in junior ranks, but also fewer staff than the Australian average in senior ranks. Over half of Swinburne's general staff were classified in the majority HEW levels 5 and 6. Given these large variations between universities, perhaps classification

Table 3: General Staff (Excl. Research Only) 2007 by HEW Level and University: Ranked by Proportion of General Staff Below HEW 5 (FTE)

University	Total Staff (FTE)	Below HEW 5	HEW 5–6	Above HEW 6
Charles Sturt University (CSU)	1015	47%	36%	17%
University of Ballarat	346	40%	33%	27%
University of New England (UNE)	657	40%	38%	23%
Flinders University	846	39%	32%	29%
Charles Darwin University (CDU)	235	39%	33%	28%
University of Southern Queensland (USQ)	705	39%	36%	26%
University of Tasmania	975	39%	37%	24%
University of South Australia (UniSA)	1220	36%	34%	30%
Southern Cross University (SCU)	437	36%	39%	26%
Griffith University	1709	36%	35%	29%
Central Queensland University (CQU)	704	33%	35%	32%
University of Queensland (UQ)	2797	33%	38%	29%
James Cook University (JCU)	810	33%	38%	29%
University of Western Australia (UWA)	1593	33%	38%	29%
Murdoch University	711	32%	33%	35%
University of Adelaide	1115	32%	35%	33%
University of Wollongong	782	31%	34%	34%
University of Canberra	477	31%	31%	38%
Edith Cowan University (ECU)	877	31%	36%	33%
Queensland University of Technology (QUT)	1827	29%	34%	36%
University of the Sunshine Coast (USC)	280	29%	42%	29%
La Trobe University	1296	28%	40%	31%
Curtin University	1460	28%	41%	31%
Australian National University (ANU)	1625	28%	32%	40%
Australia	43825	28%	38%	34%
University of Newcastle	1115	27%	39%	33%
Australian Catholic University (ACU)	510	26%	41%	34%
Deakin University	1287	26%	42%	33%
Victoria University	577	23%	43%	34%
Monash University	2873	22%	40%	38%
University of Melbourne	3189	22%	40%	39%
University of Sydney	2785	20%	40%	40%
University of New South Wales (UNSW)	2150	19%	39%	42%
Swinburne University	477	17%	52%	31%
University of Western Sydney (UWS)	1045	16%	42%	42%
RMIT University	1331	15%	42%	43%
Macquarie University	877	15%	39%	46%
University of Technology, Sydney (UTS)	1112	13%	40%	47%

Source: DEEWR. Aggregated Data Set 'Stag2007' Note: Rounding errors apply

Table 4: Salaries paid to General Staff @ January 2009 (2nd point of scale). Ranked according to salary paid at HEW 6.

Rank	University	Effective Date	HEW 1	HEW 2	HEW 3	HEW 4	HEW 5	HEW 6	HEW 7	HEW 8	HEW 9	HEW 10
1	UNSW	12-Dec-08	35657	40567	42991	49254	54008	63252	68992	77434	89908	95148
2	Sydney	1-Sep-08	38493	41649	43613	49527	53861	61737	68039	76310	88127	91675
3	Melbourne	4-Oct-08	36310	39400	41212	47642	51513	59757	65937	74179	86538	90904
4	SCU	1-Oct-08	34915	37949	41742	46291	51979	59567	67151	75031	82316	89902
5	UTS	1-Nov-08	35890	38683	41275	46659	51046	59422	65402	73779	85742	89729
6	Macquarie	1-Nov-08	36214	38990	41071	47144	51480	59290	67270	74299	88092	95204
7	UWA	3-Mar-08	36179	38785	41215	47578	51693	58805	65541	73026	83505	88747
8	Newcastle	1-Mar-09	35376	38182	40348	46342	50534	58743	64617	72137	84199	88113
9	UWS	31-Mar-08	36738	39382	42940	46862	51145	58164	63909	72116	83240	85972
10	Curtin	1-Apr-08	35320	38068	40423	45916	50626	58085	64637	72214	83989	92626
11	Monash	31-Mar-08	35187	37970	39968	45964	49962	57952	63954	71942	82291	88169
12	Adelaide	7-Jun-08	34412	37507	40017	45816	51811	57612	63603	71531	83902	92831
13	Tasmania	30-Jun-08	35745	38925	40608	46032	50433	57449	63499	71271	81224	85746
14	CSU	30-Sep-08	34646	37696	39652	45428	49661	57359	63519	71605	83154	86618
15	Wollongong	1-Mar-08	34306	38817	40024	47648	49552	57176	64799	72421	81950	
16	ECU	11-Jan-08	34897	37756	40230	46055	50949	57157	62841	72742	82855	94351
17	ANU	15-Nov-07	35672	38411	40783	47085	50549	57127	62882	71095	81324	85336
18	UNE	4-Jul-08	34830	38125	41953	45695	50019	56968	62978	71314	81589	85243
19	QUT	1-Nov-08	34923	36695	39523	45064	49277	56914	63019	71033	82116	85933
20	Griffith	1-Jul-08	34734	37239	39164	44797	48833	56788	63093	70981	82338	85228
21	Canberra	31-Jan-08	34623	37448	39888	46382	49951	56729	62653	71118	81582	87154
22	UniSA	30-Jun-08	34240	37093	39471	44702	49459	56594	62776	71335	82938	84425
23	RMIT	6-Jul-08	34296	37021	38974	44820	48718	56513	62360	70154	81847	85971
24	UQ	1-Jan-08	35277	37961	40147	44969	49754	56379	62536	71550	82084	
25	Deakin	1-Mar-08	34168	36883	38826	44652	48533	56291	62119	69888	84533	85646
26	Swinburne	1-Sep-08	35206	37628	39358	44718	48572	56276	62053	69754	81312	85389
27	La Trobe	5-Jul-08	34065	36774	38711	44518	48388	56132	61938	69678	81294	85391
28	JCU	1-Nov-08	34405	37146	39521	44453	49384	55962	62174	70577	79711	83730
29	Victoria	23-Jun-08	33946	36645	38571	44360	48216	55930	61714	69427	80999	85085
30	Flinders	21-Jun-08	34260	36753	40741	44722	50329	55841	61256	70782	81240	89281
31	USC	31-Mar-08	33084	35653	37484	44137	48253	55734	61717	69573	80422	84157
32	Murdoch	21-Jun-08	34225	36705	39011	44166	49682	55724	62126	69595	79199	82399
33	CQU	1-Oct-08	34277	36971	38948	44516	48433	55680	61756	70175	80465	84169
34	ACU	20-Sep-08	33847	37222	39416	44496	48297	55343	61372	69239	79877	
35	USQ	11-Jun-08	34285	36913	39104	43971	47994	55145	60509	67659	78387	84197
36	Ballarat	4-Jan-09	32863	35478	37341	42944	46677	54147	59748	67215	78422	82373
37	CDU	12-Jul-07	31057	32965	35938	40186	44416	51472	56089	63612	72846	76952

Source: University websites

This table was prepared using data available on 1 November 2008. In some instances, a new enterprise bargain will have increased salaries to be paid in January 2009 by some universities.

**Table 5: Salaries paid to General Staff @ January 2009 (Second point of scale):
UNSW c.f. The ten lowest paying universities. (Based on HEW 6 Salary).**

Rank	University	Effective Date	HEW 2	HEW 3	HEW 4	HEW 5	HEW 6	HEW 7	HEW 8	HEW 9
1	UNSW	12-Dec-08	40567	42991	49254	54008	63252	68992	77434	89908
28	JCU	1-Nov-08	37146	39521	44453	49384	55962	62174	70577	79711
29	Victoria	23-Jun-08	36645	38571	44360	48216	55930	61714	69427	80999
30	Flinders	21-Jun-08	36753	40741	44722	50329	55841	61256	70782	81240
31	USC	31-Mar-08	35653	37484	44137	48253	55734	61717	69573	80422
32	Murdoch	21-Jun-08	36705	39011	44166	49682	55724	62126	69595	79199
33	CQU	1-Oct-08	36971	38948	44516	48433	55680	61756	70175	80465
34	ACU	20-Sep-08	37222	39416	44496	48297	55343	61372	69239	79877
35	USQ	11-Jun-08	36913	39104	43971	47994	55145	60509	67659	78387
36	Ballarat	4-Jan-09	35478	37341	42944	46677	54147	59748	67215	78422
37	CDU	12-Jul-07	32965	35938	40186	44416	51472	56089	63612	72846
Variation c.f. UNSW – \$										
	JCU	1-Nov-08	-3421	-3470	-4801	-4624	-7290	-6818	-6857	-10197
	Victoria	23-Jun-08	-3922	-4420	-4894	-5792	-7322	-7278	-8007	-8909
	Flinders	21-Jun-08	-3814	-2250	-4532	-3679	-7411	-7736	-6652	-8668
	USC	31-Mar-08	-4914	-5507	-5117	-5755	-7518	-7275	-7861	-9486
	Murdoch	21-Jun-08	-3862	-3980	-5088	-4326	-7528	-6866	-7839	-10709
	CQU	1-Oct-08	-3596	-4043	-4738	-5575	-7572	-7236	-7259	-9443
	ACU	20-Sep-08	-3345	-3575	-4758	-5711	-7909	-7620	-8195	-10031
	USQ	11-Jun-08	-3654	-3887	-5283	-6014	-8107	-8483	-9775	-11521
	Ballarat	4-Jan-09	-5089	-5650	-6310	-7331	-9105	-9244	-10219	-11486
	CDU	12-Jul-07	-7602	-7053	-9068	-9592	-11780	-12903	-13822	-17062
Variation c.f. UNSW – %										
	JCU	1-Nov-08	-8%	-8%	-10%	-9%	-12%	-10%	-9%	-11%
	Victoria	23-Jun-08	-10%	-10%	-10%	-11%	-12%	-11%	-10%	-10%
	Flinders	21-Jun-08	-9%	-5%	-9%	-7%	-12%	-11%	-9%	-10%
	USC	31-Mar-08	-12%	-13%	-10%	-11%	-12%	-11%	-10%	-11%
	Murdoch	21-Jun-08	-10%	-9%	-10%	-8%	-12%	-10%	-10%	-12%
	CQU	1-Oct-08	-9%	-9%	-10%	-10%	-12%	-10%	-9%	-11%
	ACU	20-Sep-08	-8%	-8%	-10%	-11%	-13%	-11%	-11%	-11%
	USQ	11-Jun-08	-9%	-9%	-11%	-11%	-13%	-12%	-13%	-13%
	Ballarat	4-Jan-09	-13%	-13%	-13%	-14%	-14%	-13%	-13%	-13%
	CDU	12-Jul-07	-19%	-16%	-18%	-18%	-19%	-19%	-18%	-19%

and reclassification procedures also vary. Is it harder to reclassify positions at the universities at the top of Table 3?

Big Spender! Who pays what?

Do the universities with a distribution of predominantly junior general staff pay their staff more than the others? Table 4 provides a summary of salary information on universities' websites. Some universities don't include salaries for posts above HEW 9 on their websites. Others show a salary for HEW 10, but not for the senior positions classified as Above HEW 10. An earlier paper, examining staff salaries reported by universities, indicated that the highest-paid general staff member classified as Above HEW 10 was paid a salary of \$400,000 (Dobson, 2008).

As noted earlier, the actual distribution of general staff in Australian universities places the median point at HEW Level 6 (see Table 2). Table 4 has been ranked accordingly, and it can be seen that the University of New South Wales (UNSW) is Australia's top-paying university at HEW Level 5 and above. In most instances however, the relative rankings hold at all HEW levels.

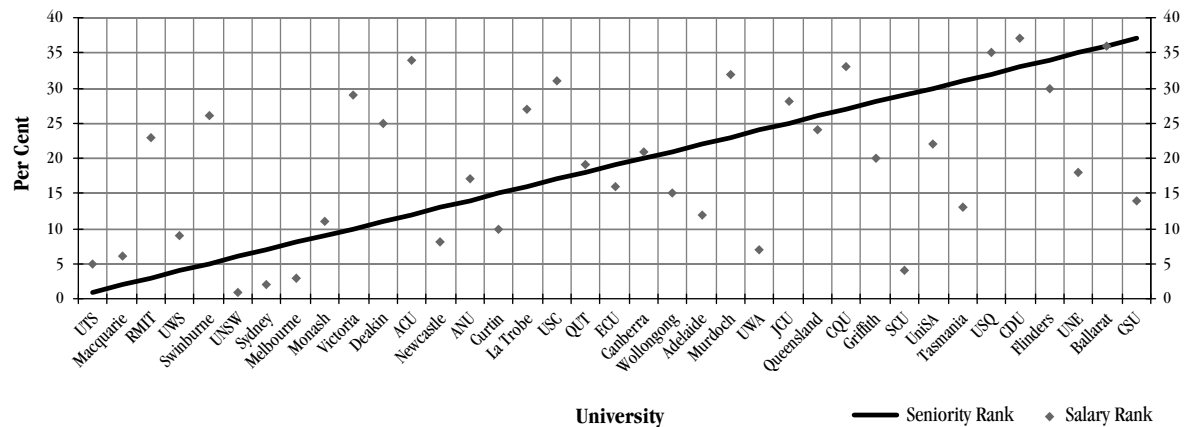
What is particularly interesting is the difference between the salaries paid by the top- and the bottom-paying universities. In the case of the median level, HEW Level 6, the difference between the UNSW salary and the Charles Darwin University (CDU) salary is nearly \$12,000. At HEW Level 9, the difference is close to \$17,000. Even if CDU staff members receive six weeks' annual leave (rather than the four weeks typical across most of the sector), perhaps none of them will

be able to afford a longer holiday! An additional two weeks' annual leave decreases the gap between CDU and other universities by about 3.8 per cent. This still leaves CDU well behind most universities but rather closer to the University of Ballarat. Non-salary benefits such as additional annual leave would usually be seen as a recompense for trying working conditions rather than a mechanism to close the salary gap between universities. Perhaps some staff would prefer to have the 3.8 per cent in their pocket. James Cook University (JCU) also finds itself nearer the bottom than the top of Table 4. According to its website, JCU staff members are eligible for five weeks' leave, equating to an increase of 1.9 per cent on the salaries shown in Tables 4 and 5.

Table 5 considers the salaries difference between the top-paying and the ten lowest payers, and in particular, the actual salary difference and the percentage difference. Variations are in the range of 5 per cent to 19 per cent, the latter being a big difference in anyone's books.

Table 4 and Table 5 also indicate the effective date of the salaries shown. It is likely that institutions at the lower end of the pay scale would seek to explain their situation by pointing out that a pay rise for their staff is imminent. However, even if the figures in Table 5 were to be adjusted by adding say, a 4 per cent pay increase to the salaries shown, it would still leave Charles Darwin University staff well shy of the salaries paid at the Universities of New South Wales and Sydney. Of course, in the fullness of time, the higher paying universities will restore the salary differential again when it became time for their next increases.

Figure 1: Relative Seniority (Percentage of general staff < Hew 5 c.f. Salary (Hew 6)



Why is it so?

Is it the case that some universities pay lower salaries, but have a more senior general staff structure than other universities? Figure 1 suggests that there is little if any correlation between universities' rankings in terms of seniority and salary paid. In the Figure, the line ascending from the origin indicates universities' rank according to the proportion of general staff below HEW Level 5 each employs. Institutions with a higher proportion of their staff employed below HEW Level 5 appear to the right. The blocks represent the same university's ranking in terms of the salary paid to HEW Level 6 staff. For instance, University of Technology, Sydney (UTS) has the lowest proportion of junior-level staff (13 per cent) and therefore is the top-ranked university because of this. UTS ranks 5th according to the salaries it pays.

In those cases where the block lies on the line, it means that a university's rank in seniority is the same as its rank in the salaries it pays. The University of Ballarat, for example, is in this situation in 36th place for both salaries and seniority. Where the block is below the line, that university is ranked higher in salary terms than in seniority. The opposite is the case for universities where the block is above the line. It must be remembered that these observations refer to relative rankings, and sometimes an apparent gap in rank between two universities might represent only a small difference in nominal values.

The pattern overall is random, but Figure 1 shows that Ballarat both has a staffing structure that emphasises relatively junior staff, and that it doesn't pay them as much as most other universities. Charles Darwin University also has a relatively junior staff structure, and they are also not well paid. Flinders University would appear to be in a similar position. The Universities of Tasmania and Western Australia, and perhaps Southern Cross University and the University of New England might argue that despite having a relatively junior general staff structure, the salaries they pay are relatively high.

Conclusion

Many perceive the university 'industry' as being homogeneous, but this is not the case where general staff salaries are concerned. General staff salaries are one area of diversity in the Australian higher education sector. The gap between the higher and lower-paying universities is considerable, up to 17 per cent in some cases. Is there any reason for this state of affairs? Is it based on income? Some universities generate higher income streams via research income (particularly in the case of the Group of Eight universities, for example), but not all the Go8 institutions are among the best payers. Some universities generate more income from overseas students than others, but again, there is no obvious pattern to indicate that this is a significant variable. Presumably the more research-active universities, and those with large numbers of overseas fee-paying students, also require a much higher staffing complement.

This paper has identified the considerable differences in general staff salaries across Australian Universities, but it hasn't explained why. The universities themselves would need to do that. Perhaps a topic for future research could be an analysis of universities' annual financial reports, to work out the sources of their income and its disbursement. Which universities spend the highest proportion of the funds available on their staff? However, that still won't explain why.

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Dobson, I R 2008, 'Fat Cat and Friends'. *Australian Universities' Review* V50 (1).

Note: This paper is an updated version of a paper originally presented at the 2008 TEM Conference, Christchurch, New Zealand.

Appendix 1

General Staff (Excl. Research Only) 2007 by HEW Level and University – No.

University	Below HEW 2	HEW 2	HEW 3	HEW 4	HEW 5	HEW 6	HEW 7	HEW 8	HEW 9	Above HEW 9	Total
ACU	0	11	35	85	114	93	59	66	21	25	510
Adelaide	0	50	108	197	214	174	145	120	62	47	1115
ANU	38	26	163	231	308	209	209	200	68	173	1625
Ballarat	7	21	50	60	69	44	35	32	11	17	346
Canberra	2	15	47	84	95	53	63	51	30	37	477
CDU	5	5	25	58	45	33	28	17	9	12	235
CQU	0	24	69	143	118	130	92	51	40	39	704
CSU	32	28	174	243	198	166	70	45	27	32	1015
Curtin	6	37	127	245	327	264	163	127	88	77	1460
Deakin	0	9	72	249	265	271	167	104	66	85	1287
ECU	2	3	79	186	200	120	128	84	35	39	877
Flinders	0	37	146	150	161	110	121	81	17	24	846
Griffith	51	34	168	357	334	270	219	131	57	89	1709
JCU	20	42	67	136	184	124	86	62	44	46	810
La Trobe	12	32	85	240	283	237	158	102	73	75	1296
Macquarie	0	35	26	72	150	193	164	97	69	70	877
Melbourne	1	29	196	460	662	605	494	306	224	211	3189
Monash	4	39	176	418	672	483	472	248	160	202	2873
Murdoch	3	2	58	167	111	121	93	47	33	75	711
Newcastle	4	22	101	178	235	204	152	117	60	42	1115
Queensland	31	57	327	512	605	463	372	235	99	95	2797
QUT	13	24	148	346	329	299	233	224	63	146	1827
RMIT	6	1	25	174	320	237	207	147	102	111	1331
SCU	2	2	42	112	107	62	60	22	13	17	437
USC	0	4	24	53	58	60	43	20	7	12	280
Swinburne	2	0	11	69	118	131	67	33	27	19	477
Sydney	19	125	151	273	507	605	400	375	176	154	2785
Tasmania	23	18	120	216	194	167	109	74	23	31	975
UNE	20	24	62	155	140	109	61	52	13	23	657
UniSA	7	7	137	293	213	197	165	108	56	37	1220
UNSW	20	18	106	266	427	413	322	283	156	138	2150
USQ	0	18	88	167	163	88	77	44	22	38	705
UTS	2	7	36	96	223	225	192	150	90	92	1112
UWA	30	42	191	256	345	269	210	107	67	78	1593
UWS	0	2	76	91	209	229	142	158	61	77	1045
Victoria	0	14	22	95	137	110	88	49	37	25	577
Wollongong	21	15	82	128	165	104	147	34	29	57	782
Total	381	875	3619	7262	9003	7671	6012	4199	2232	2569	43825

Source: DEEWR. Aggregated Data Set 'Stag2007'

General Staff (Excl. Research Only) 2007 by HEW Level and University – Per Cent

University	Below HEW 2	HEW 2	HEW 3	HEW 4	HEW 5	HEW 6	HEW 7	HEW 8	HEW 9	Above HEW 9	Total
ACU	0.0%	2.2%	6.9%	16.7%	22.4%	18.3%	11.6%	12.9%	4.2%	5.0%	100%
Adelaide	0.0%	4.5%	9.7%	17.6%	19.2%	15.6%	13.0%	10.7%	5.5%	4.2%	100%
ANU	2.3%	1.6%	10.1%	14.2%	19.0%	12.9%	12.9%	12.3%	4.2%	10.6%	100%
Ballarat	1.9%	6.2%	14.4%	17.5%	20.0%	12.7%	10.0%	9.4%	3.2%	4.8%	100%
Canberra	0.4%	3.1%	9.8%	17.7%	19.9%	11.0%	13.2%	10.6%	6.3%	7.8%	100%
CDU	1.9%	1.9%	10.5%	24.5%	19.0%	13.9%	11.7%	7.4%	4.0%	5.2%	100%
CQU	0.0%	3.3%	9.8%	20.3%	16.7%	18.4%	13.0%	7.3%	5.6%	5.6%	100%
CSU	3.1%	2.7%	17.2%	24.0%	19.5%	16.4%	6.9%	4.4%	2.7%	3.1%	100%
Curtin	0.4%	2.6%	8.7%	16.8%	22.4%	18.1%	11.1%	8.7%	6.0%	5.2%	100%
Deakin	0.0%	0.7%	5.6%	19.3%	20.6%	21.1%	13.0%	8.0%	5.1%	6.6%	100%
ECU	0.3%	0.4%	9.1%	21.2%	22.8%	13.6%	14.6%	9.6%	4.0%	4.5%	100%
Flinders	0.0%	4.4%	17.2%	17.7%	19.0%	13.0%	14.3%	9.6%	2.0%	2.8%	100%
Griffith	3.0%	2.0%	9.8%	20.9%	19.5%	15.8%	12.8%	7.7%	3.3%	5.2%	100%
JCU	2.5%	5.1%	8.2%	16.8%	22.7%	15.3%	10.6%	7.7%	5.4%	5.6%	100%
La Trobe	0.9%	2.4%	6.6%	18.5%	21.8%	18.3%	12.2%	7.9%	5.6%	5.8%	100%
Macquarie	0.1%	4.0%	3.0%	8.2%	17.1%	22.0%	18.7%	11.0%	7.9%	8.0%	100%
Melbourne	0.0%	0.9%	6.1%	14.4%	20.7%	19.0%	15.5%	9.6%	7.0%	6.6%	100%
Monash	0.1%	1.3%	6.1%	14.5%	23.4%	16.8%	16.4%	8.6%	5.6%	7.0%	100%
Murdoch	0.4%	0.3%	8.2%	23.5%	15.7%	17.0%	13.1%	6.5%	4.7%	10.6%	100%
Newcastle	0.4%	1.9%	9.1%	16.0%	21.1%	18.3%	13.6%	10.5%	5.3%	3.8%	100%
Queensland	1.1%	2.1%	11.7%	18.3%	21.6%	16.6%	13.3%	8.4%	3.5%	3.4%	100%
QUT	0.7%	1.3%	8.1%	19.0%	18.0%	16.4%	12.7%	12.3%	3.4%	8.0%	100%
RMIT	0.5%	0.0%	1.9%	13.1%	24.1%	17.8%	15.6%	11.0%	7.7%	8.4%	100%
SCU	0.3%	0.5%	9.5%	25.5%	24.5%	14.1%	13.6%	5.0%	3.1%	3.8%	100%
USC	0.0%	1.4%	8.5%	18.8%	20.6%	21.5%	15.5%	7.0%	2.4%	4.3%	100%
Swinburne	0.3%	0.0%	2.3%	14.5%	24.7%	27.4%	14.1%	6.9%	5.6%	4.1%	100%
Sydney	0.7%	4.5%	5.4%	9.8%	18.2%	21.7%	14.4%	13.5%	6.3%	5.5%	100%
Tasmania	2.4%	1.9%	12.3%	22.2%	19.9%	17.2%	11.2%	7.6%	2.3%	3.2%	100%
UNE	3.0%	3.6%	9.4%	23.5%	21.3%	16.6%	9.2%	7.9%	1.9%	3.5%	100%
UniSA	0.6%	0.5%	11.3%	24.0%	17.4%	16.2%	13.5%	8.8%	4.6%	3.0%	100%
UNSW	1.0%	0.8%	4.9%	12.4%	19.9%	19.2%	15.0%	13.2%	7.2%	6.4%	100%
USQ	0.0%	2.5%	12.5%	23.8%	23.1%	12.4%	10.9%	6.3%	3.1%	5.4%	100%
UTS	0.2%	0.6%	3.2%	8.6%	20.1%	20.2%	17.3%	13.5%	8.1%	8.3%	100%
UWA	1.9%	2.6%	12.0%	16.1%	21.6%	16.9%	13.2%	6.7%	4.2%	4.9%	100%
UWS	0.0%	0.2%	7.3%	8.8%	20.0%	21.9%	13.6%	15.1%	5.8%	7.3%	100%
Victoria	0.0%	2.4%	3.9%	16.5%	23.7%	19.1%	15.2%	8.4%	6.4%	4.4%	100%
Wollongong	2.6%	1.9%	10.5%	16.4%	21.1%	13.3%	18.8%	4.3%	3.7%	7.3%	100%
Total	0.9%	2.0%	8.3%	16.6%	20.5%	17.5%	13.7%	9.6%	5.1%	5.9%	100%

Source: DEEWR. Aggregated Data Set 'Stag2007'