

Research Academic Career Structure Procedure

Section 1 - Purpose / Objectives

(1) Nil

Section 2 - Scope / Application

(2) Nil

Section 3 - Definitions

(3) Nil

Section 4 - Policy Statement

(4) See [Research Academic Career Structure Policy](#).

Section 5 - Procedures

Appointments

- (5) Because of the typically fixed term nature of funding arrangements, the University will not normally make a commitment to continuing employment for research staff.
- (6) A person's appointment as a 'research academic' is to be consistent with the funding available for the position.
- (7) Research staff will be appointed through the normal appointment procedures for academic and general staff.
- (8) Approval may be given for an existing teaching and academic staff member to transfer to a research academic position.
- (9) A researcher may have multiple grants or sources of funding contributing to their salary (where this is permitted by the grant).
- (10) The budget for a research position is to be provided in job documentation attaching to the position. It must clearly identify the sources of income.
- (11) Any level A research academic, who upon appointment or during appointment gains a relevant doctoral qualification, shall be employed at a salary point no lower than the sixth increment on the Level A salary scale.
- (12) Occasionally appointments may be to external placements (wherein an industry body or external organisation

accommodates the University employee for research in their facilities and may fund the University for the placement). As the University remains the employer of the individual, the individual preserves their University salary, conditions and entitlements.

Entitlements, Limitations and Restrictions

(13) Research academic staff shall have the equivalent salaries at each salary classification and increment level to teaching and research academic staff.

(14) Fixed-term research academic staff shall be eligible to apply for promotion pursuant to the University promotions policy.

(15) Unless specific arrangements have been made with the University, a fixed term research academic must take annual leave during the period of the fixed-term contract.

(16) Where the University recruits research academic staff externally, the University will only give recognition to such accrued leave in line with University practice.

Section 6 - Guidelines

(17) Nil

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