

## SCHEDULE A: ALLOWANCES AND LOADINGS ACADEMIC STAFF

(As at 13 July 2017)

### ACADEMIC ROLE ALLOWANCES

1. The following may be approved with written authority per clauses 3 and 4 of the [Remuneration procedure](#):

<b>Role</b>	<b>Amount or Range</b>	<b>Conditions</b>
<b>Head of school:</b>  Large School - total staff is over 70 EFT  Medium School – 36 to 70 EFT  Small School - up to 35 EFT	Based on size of school:  \$20,000 - \$40,000 pa  \$15,000 - \$35,000 pa  \$10,000 - \$30,000 pa	<ul style="list-style-type: none"> <li>Amount within range is based on the Executive Dean's assessment under the Behavioural Anchored Rating Scale (BARS) for Heads of Schools, reviewed annually as part of the <i>Performance Planning and Review</i> process.</li> <li>School size (EFT staff) is reviewed annually.</li> </ul>
<b>Deputy Head of School</b>	Up to \$10,000 pa	On the recommendation of the Head of School.
<b>Associate Head of School</b>	Up to \$6,000 pa	On the recommendation of the Head of School.
<b>Deputy Dean</b>	\$6,000 - \$10,000 pa	Note: will be in addition to either an Associate Dean or Head of School allowance.
<b>Associate Dean</b>	Up to \$24,000 pa	
<b>Acting Executive Dean (or above)</b>	<ul style="list-style-type: none"> <li>The amount will be determined by the Vice-Chancellor on a case by case basis, on advice from the Executive Director, Human Resources.</li> <li>The period of 'acting' must be greater than 4 weeks.</li> </ul>	
<b>Acting Head of School</b>	<ul style="list-style-type: none"> <li>The amount will be equivalent to the base level Head of School Allowance.</li> <li>If less than full duties are to be performed a percentage of duties being performed will be determined by the relevant Executive Dean and an allowance equal to that percentage will be paid.</li> <li>The period of 'acting' must be greater than 4 weeks.</li> </ul>	
<b>Director of Strategic Research Centre (SRC)</b>	\$5,000 - \$15,000 pa*  *The role allowance is not a mandatory addition to the current total remuneration of the staff member (Director), which may already be considered adequate with the inclusion of the additional duties as Director due to existing allowances, loadings or benefits. In some cases, an adjustment to another allowance or loading may be appropriate where this role allowance is introduced.	Amount within this range is based on the Executive Dean's (or Deputy Vice-Chancellor Research) where the Director reports directly to her or him) assessment under the Behavioural Anchored Rating Scale (BARS) for Directors of SRCs, reviewed annually as part of the <i>Performance Planning and Review</i> process.

## **ADDITIONAL DUTIES**

2. Academic staff undertaking approved additional duties may be eligible for an Additional Duties payment.
3. This will be determined on a case-by-case basis, with regard to the nature of the work performed and the amount of time it is estimated by the Head of School or Executive Dean that is required for the additional duties.
4. The additional duties must be approved in writing prior to the work being undertaken.
5. Approval will be for up to one teaching period only. Any extensions will require new approval.

## **CLINICAL LOADINGS**

6. The Executive Dean (Health) may approve a clinical loading for eligible academic staff in the School of Medicine where:
  - a) A medically qualified staff member has significant responsibility for patient care and diagnostic services;
  - b) The staff member teaches students in the Bachelor of Medicine, Bachelor of Surgery (BMBS) program or other program requiring clinical input for the School of Medicine; and
  - c) The staff member has a continuing commitment to hospital, health centre, or general practice, involving clinical responsibility of patient-care on a regular basis as part of their duties with the University.
7. To be eligible academic staff must hold a position of:
  - a) Head of School
  - b) Directors of Clinical Studies
  - c) Senior Lecturers
  - d) Problem Based Learning (PBL) Tutors (0.2 time fraction)
  - e) Clinical Tutors (0.2 time fraction).
8. The loading will be removed where one of the above criteria ceases to be met.
9. The current annual clinical loading rate is **\$30,530.64** pro rata pa and is subject to any applicable Enterprise Agreement salary increases.