

Grant Funded Scientist's Unregistered Agreement

The following conditions of employment apply to "Grant-Funded Scientists" employed by the Institute of Medical and Veterinary Science (IMVS), the Royal Adelaide Hospital (RAH), the Women's and Children's Hospital (WCH), the Queen Elizabeth Hospital (QEH), and the Repatriation General Hospital (RGH).

These conditions are only applicable to research scientists who are employed by the above-mentioned health units using funds provided by the National Health and Medical Research Council and other external grant-funding bodies which allocate grants on a competitive basis. These conditions do not apply to employees without a degree level qualification.

1. Grant-Funded Scientists are not employed on a permanent basis. The duration of their contract is based on the duration of the grant; and the Government's no retrenchment policy does not apply to them.
2. Hours of work are 150 per month, and these will continue to be worked flexibly in accordance with the existing custom and practice, and no shift or overtime payments are applicable.
3. The annual leave entitlement is four weeks per annum.
4. Recruitment and selection practices will continue to be flexible in accordance with the existing custom and practice.
5. The classification and salary structure is set out in Schedule 1. These salaries should be considered as "safety net" rates. The salaries provided for at Schedule 1.33 of Appendix 1 of the SA Government Wages Parity Agreement 2001 will be applicable to these employees upon their translation into this classification range. Accordingly, it is proposed that these salaries will be retrospective to 1 October 2001, being the effective date of the salaries specified in this schedule.
6. Current employees will be assessed by the health unit against the Work Level Definitions and Position Information Documents attached as Attachments 1 and 2, and translated to the new classification structure accordingly. Such employees will translate on a point to point basis (ie, increment 1 of current classification translates to increment 1 of assessed classification, increment 2 translates to increment 2, and so on) and retain their existing increment date. Staff dissatisfied with their assessed classification will be able to apply for a review of their classification in accordance with Paragraph 6 of Part 5-1-3 'Classification Review Procedure' of the DHS Human Resources Manual.

7. Employees who are currently on the top increment of their current classification and do not translate to the top of their assessed classification, will progress an increment in their assessed classification after they have completed 12 months continuous service since attaining the top increment of their current classification.
8. Employees who are assessed at a classification level carrying a salary less than their current salary, will be pegged at their current salary until their substantive salary is greater than their pegged salary.
9. The minimum qualification for Grant-Funded Scientists employed at GFS-3 level and above will be a relevant doctoral or other equivalent qualification, and appropriate research experience. The onus will be on the individual to demonstrate that they hold a qualification or experience equivalent to a PhD. The decision as to whether a qualification or experience is equivalent to PhD rests with the health unit.
10. Employees appointed to GFS-1 will commence at the second increment if they hold an Honours degree.
11. If, at any time, an employee or health unit considers that the work value of a Grant-Funded Scientist position is greater than that of GFS6B, the Department will individually assess such a position to determine whether the position should be remunerated above the level of GFS6B.

Schedule 1. Salaries

\$ per annum

Grant-Funded Scientist, level 1 (GFS1)

1 st increment	31,754
2 nd increment	32,881
3 rd increment	34,521
4 th increment	36,161
5 th increment	37,801
6 th increment	39,337

Grant-Funded Scientist, level 2 (GFS2)

1 st increment	42,002
2 nd increment	43,437
3 rd increment	44,975
4 th increment	46,512

Grant-Funded Scientist, level 3 (GFS3)

1 st increment	47,947
2 nd increment	49,280
3 rd increment	50,612

Grant-Funded Scientist, level 4 (GFS4)

1 st increment	52,693
2 nd increment	54,097
3 rd increment	55,430
4 th increment	56,813

Grant-Funded Scientist, level 5 (GFS5)

1 st increment	58,812
2 nd increment	59,888
3 rd increment	60,965

Grant-Funded Scientist, level 6A (GFS6A)	67,277
Grant-Funded Scientist, level 6B (GFS6B)	71,995