SUPPLEMENTATION OF SALARIES OF RESEARCH ONLY STAFF
APPOINTED ON ARC AND NHMRC GRANTS

ARC and NHMRC Conditions of Award allow all graduate research personnel to be paid at the rate agreed by the institution through its enterprise bargaining process. However, these agencies will only provide a contribution towards the salaries of staff, and not the full cost. The result is a shortfall in funding between ARC and NHMRC salary levels and the prevailing salary level of the institution.

The policy set out below applies to all research only staff appointed on ARC and NHMRC grants at UWA.

1. ARC and NHMRC Fellows

1.1 The shortfall in funding between ARC and NHMRC Fellow salary levels and the local salary level at UWA will be paid from central sources.

The recommendation to fully fund the salaries of ARC and NHMRC Fellows is based on the highly competitive nature of these fellowships which are awarded to the individual, as well as on the value and prestige these fellowships bestow on the University.

2. Other Research Funded Staff

2.1 Professional staff appointed on ARC and NHMRC grants in accordance with the funding agency's official designations and salary levels will not have their salary supplemented from central sources to meet UWA salary levels. These appointments include Research Associates and Senior Research Associates on ARC Large Grants, and Graduate Research Assistants, Research Officers and Senior Research Officers on NHMRC Project Grants. The faculty is encouraged to take appropriate steps to ensure that the salary shortfall of these staff is met from its share of the Research Quantum allocation or other funds.

It is not normally recommended that either:

2.1.1 the duration of appointments be adjusted to take account of the difference between ARC and UWA salary levels, as is possible under ARC Conditions of Award;
2.1.1 The salary shortfall be provided from within the 'one-line' budget, as is possible under NHMRC Conditions of Award.

In either case, specific approval of the Executive Dean is required who must certify that alternative funding is not available.

2.2 Salaries of assistant personal appointed on ARC and NHMRC grants are based on the local salary levels at UWA and therefore do not require supplementation.