

Career Structures at ANU

Possible new models for academic
and general staff progression

Attractiveness of the ANU

Reward high performers

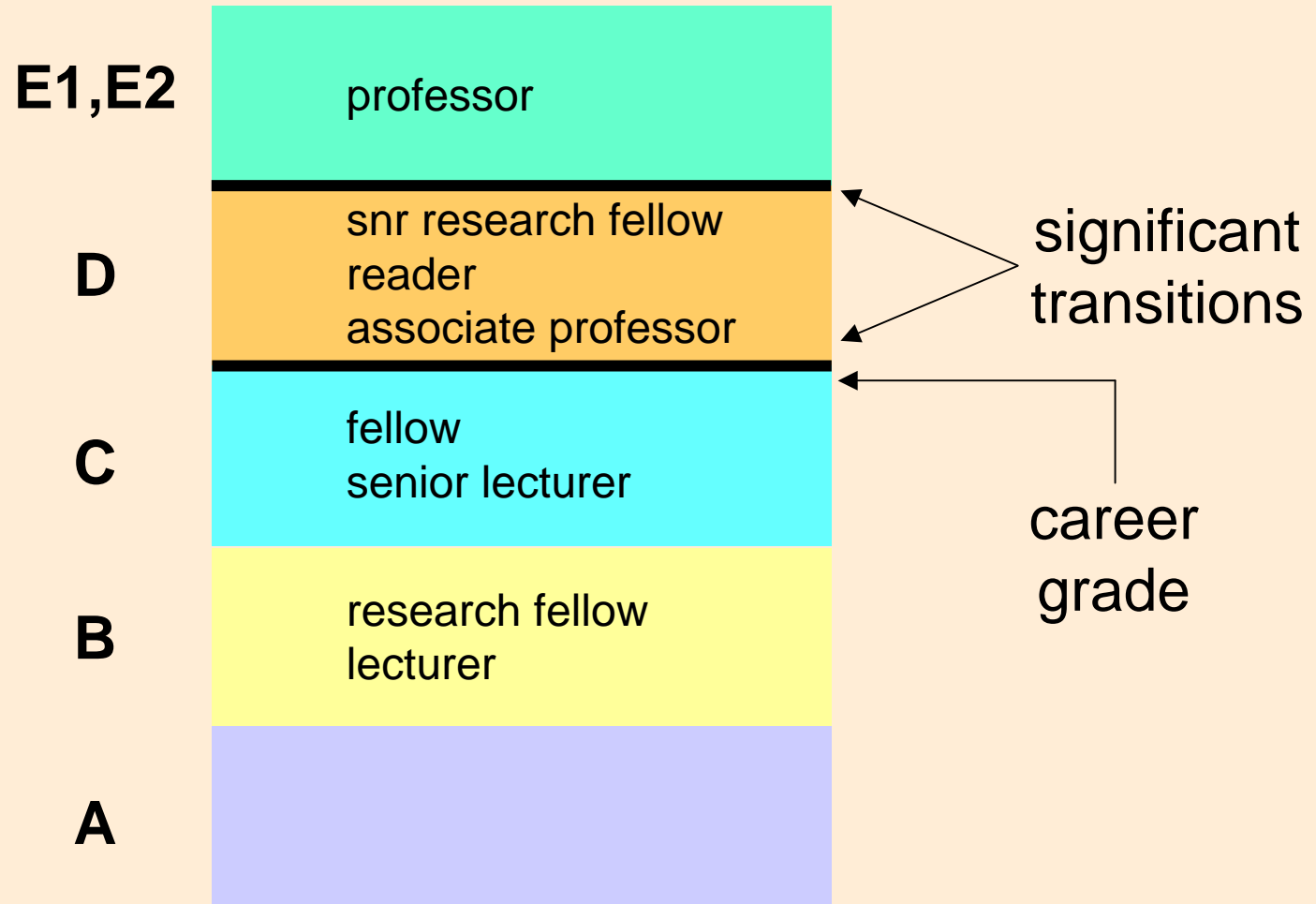
Reward good contributors

Competitive salaries and conditions

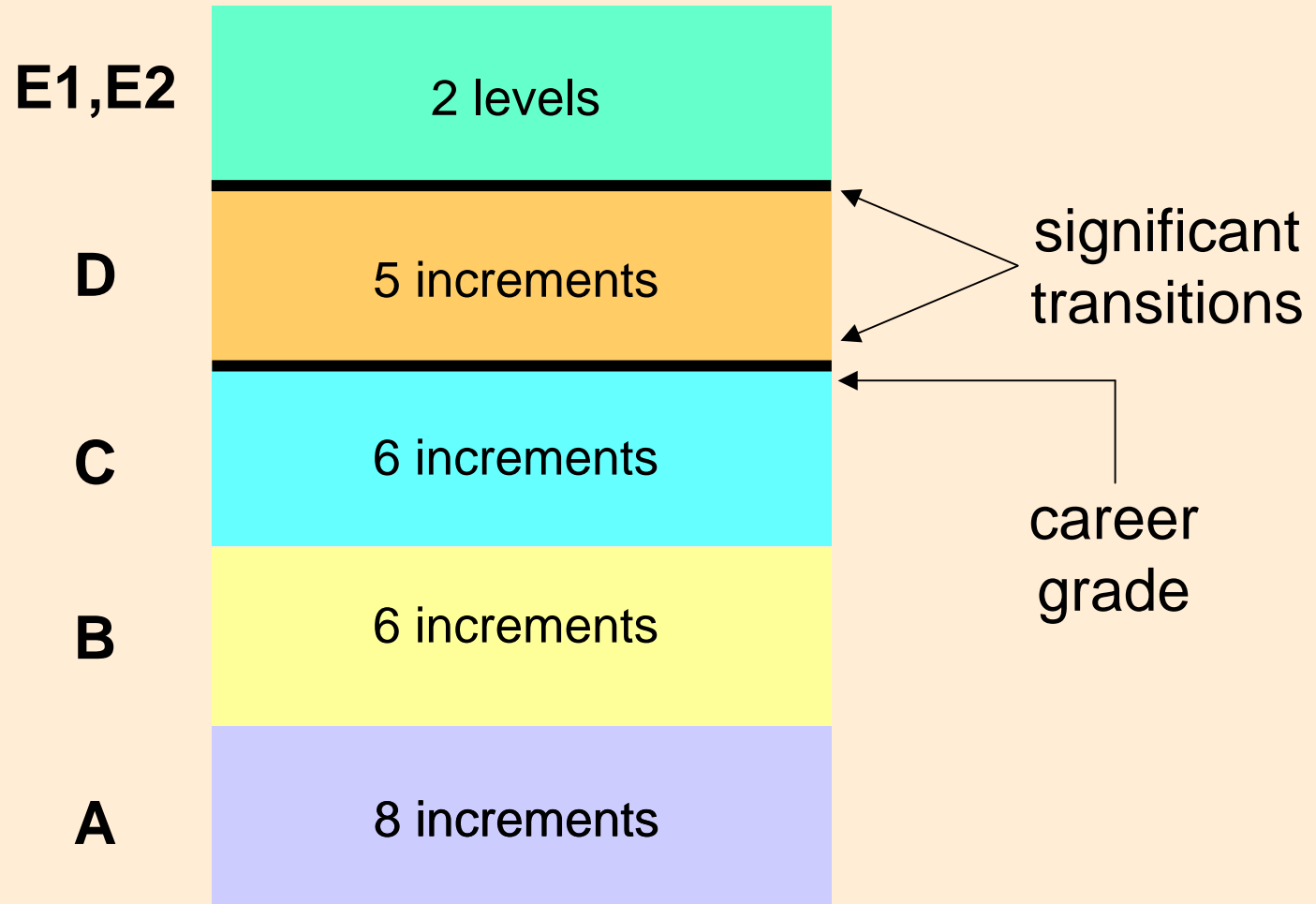
Career progression for junior staff

Too many “incentive” schemes

*Consider some academic
staffing possibilities first*



What aspects might we consider in a new approach?

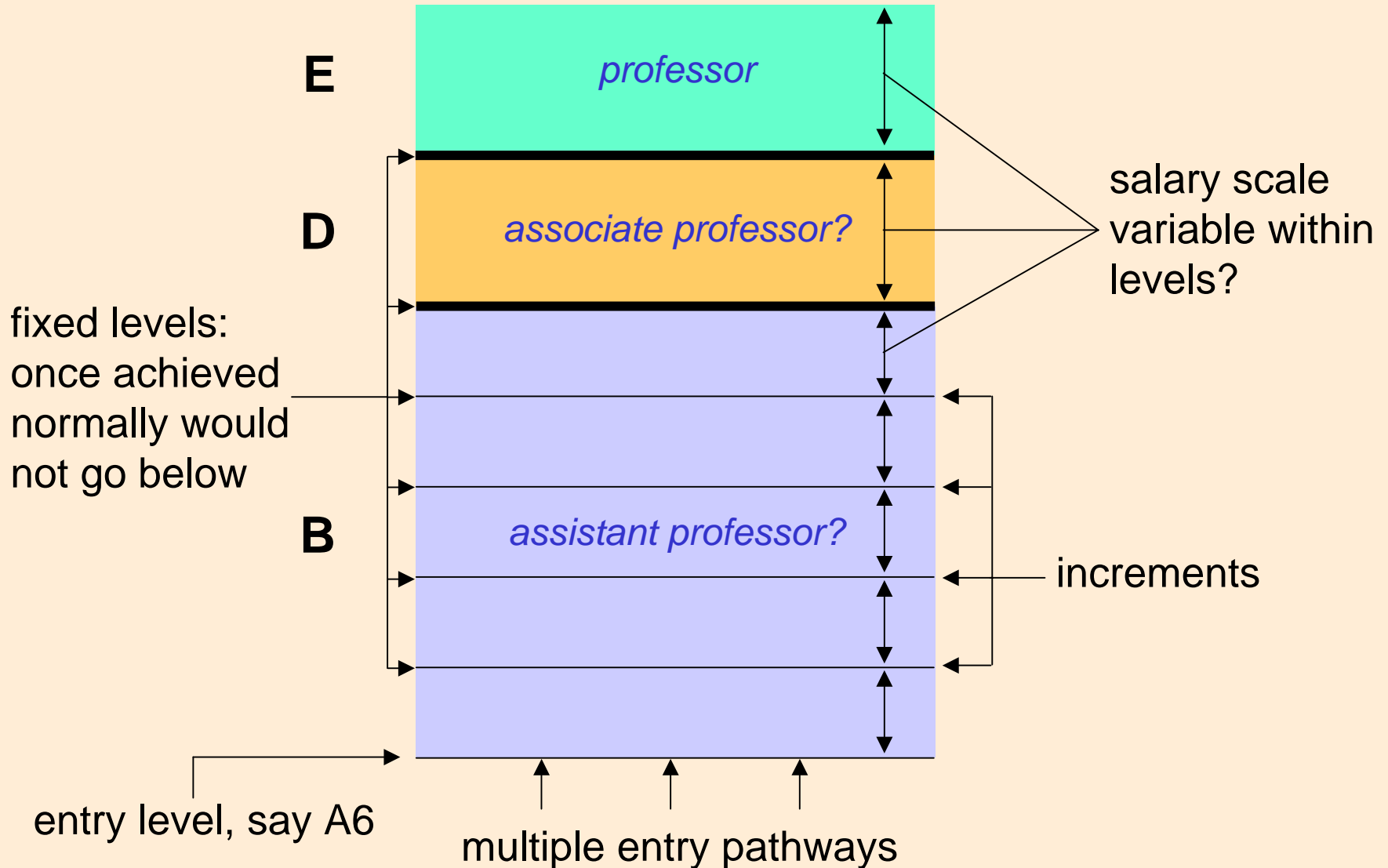


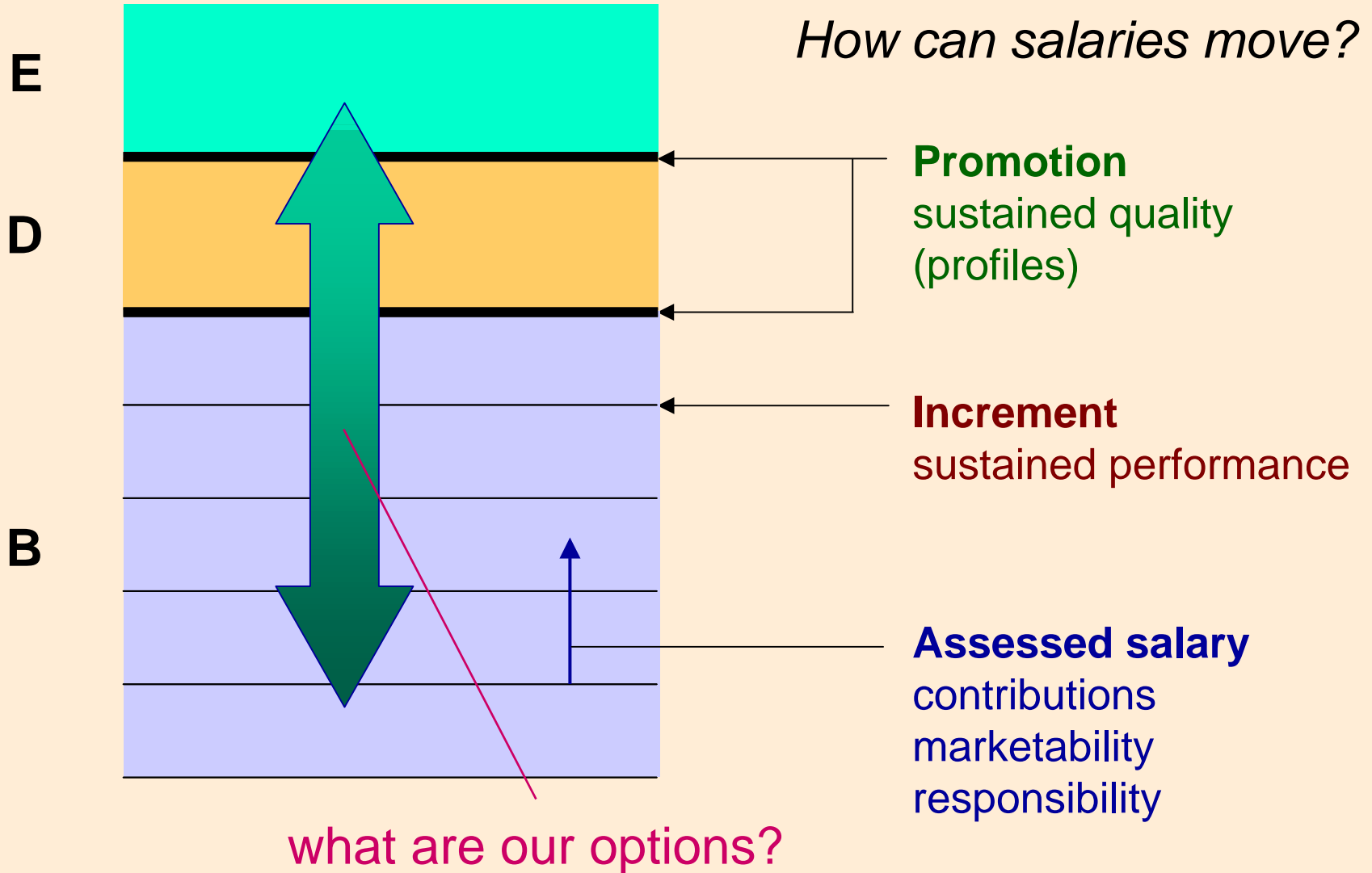
What aspects might we consider in a new approach?

Broadbanding?

Nomenclature?

Rewards?





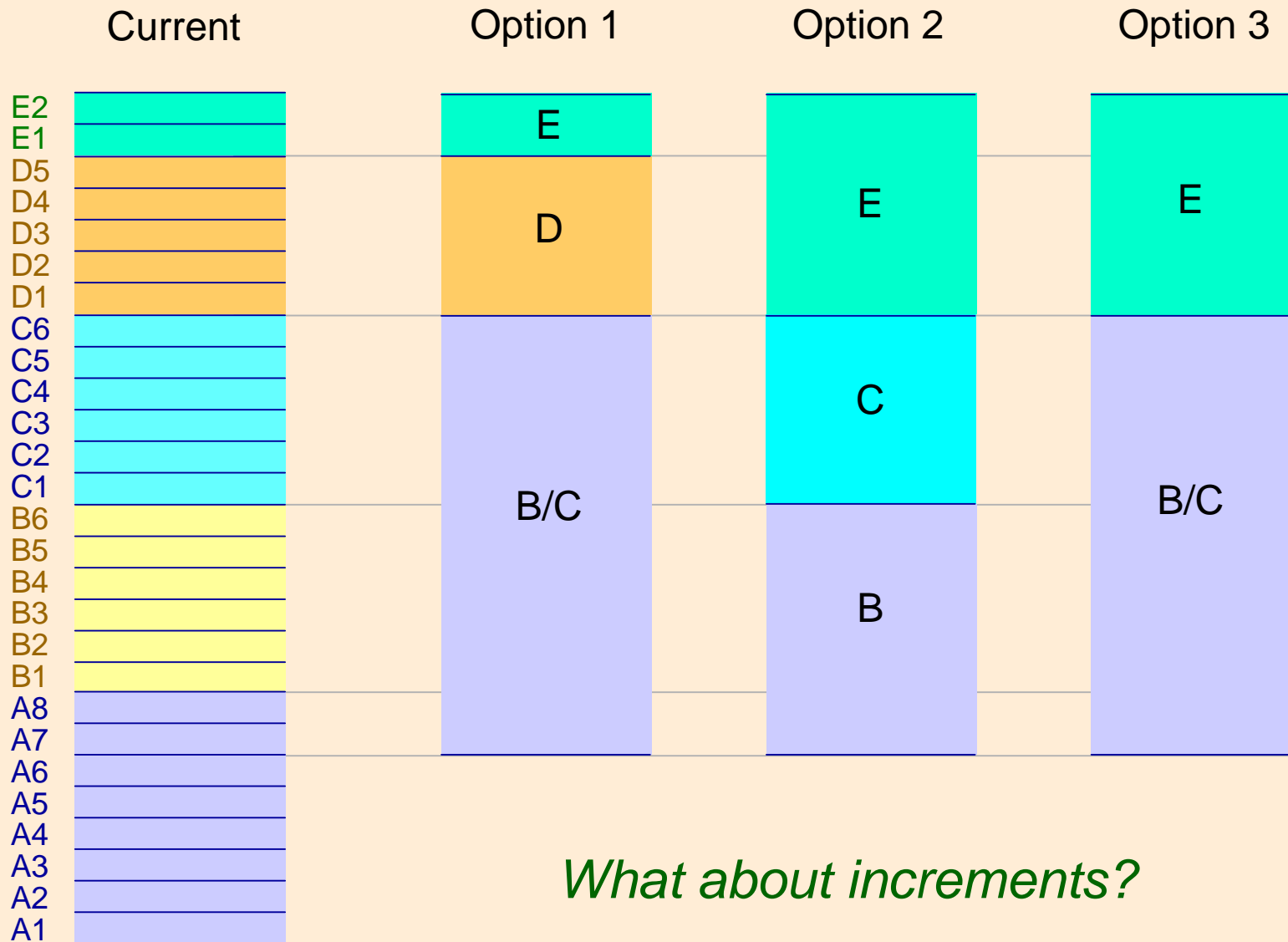
*Assessing salary level above substantive base
(last increment or promotion) could depend upon:*

contributions (to our academic enterprise)
marketability (attraction and retention)
responsibility (HOD, Assoc Dean etc)

Process for determining each needs to be:

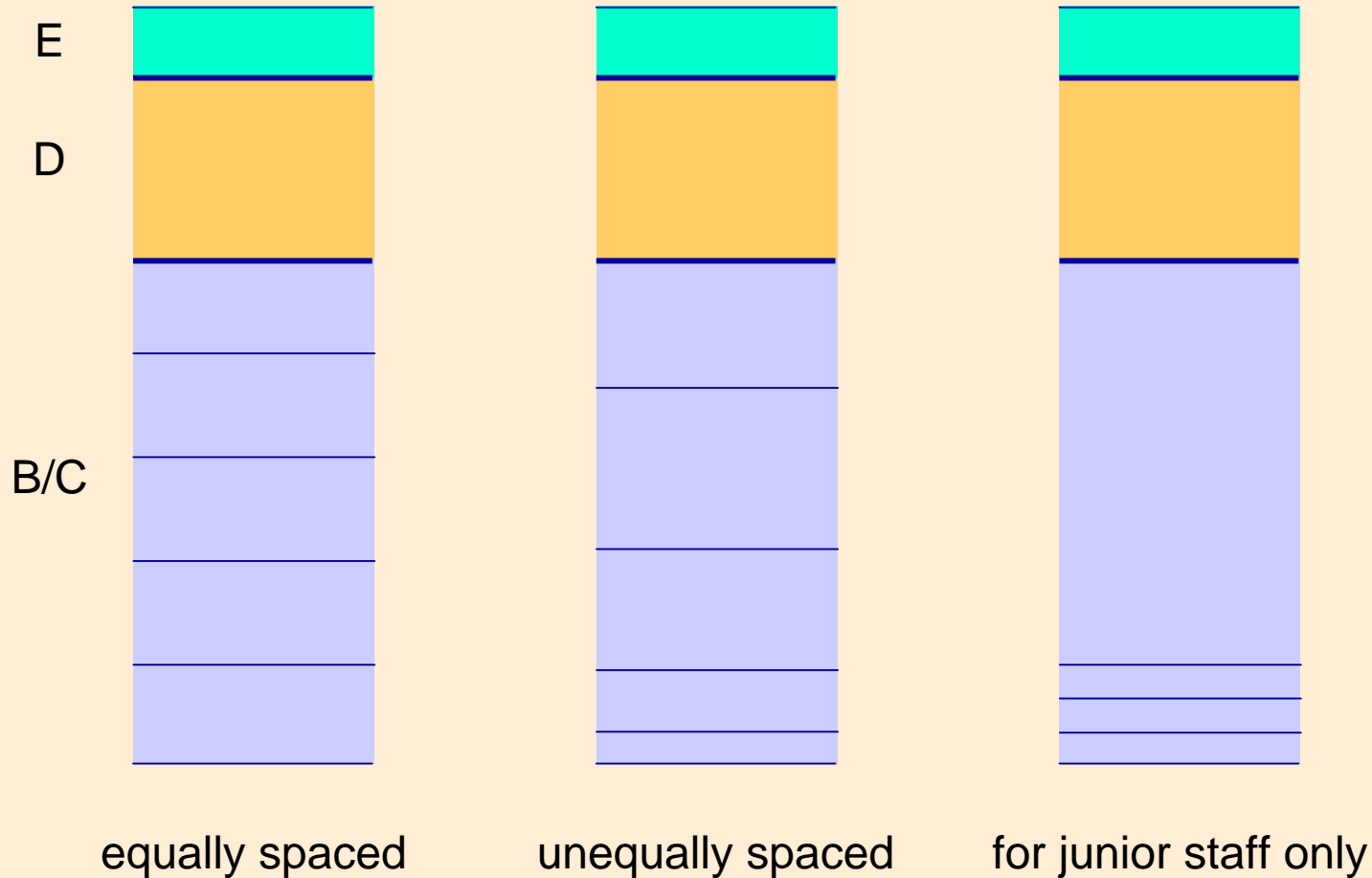
transparent
defensible
based on expectation statements

Supervisor training will be important



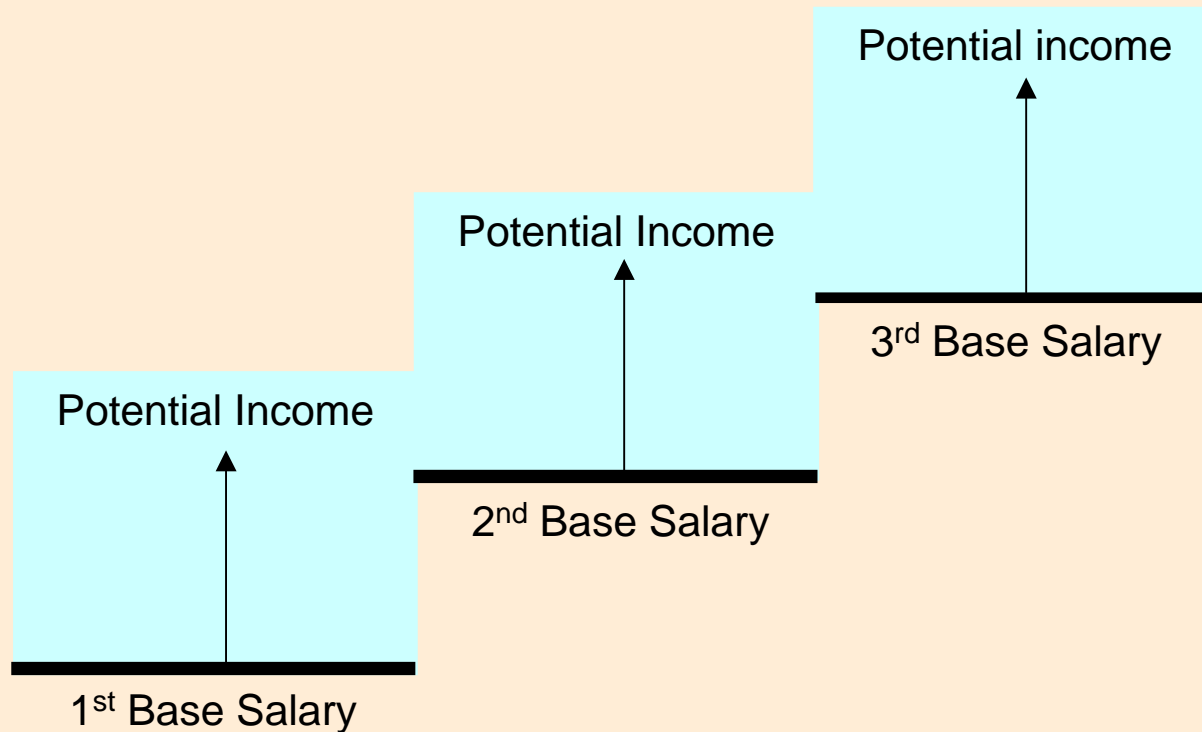
What about increments?

For example



Remember the intention is that salary will be set from the increment level

Likely salary movements

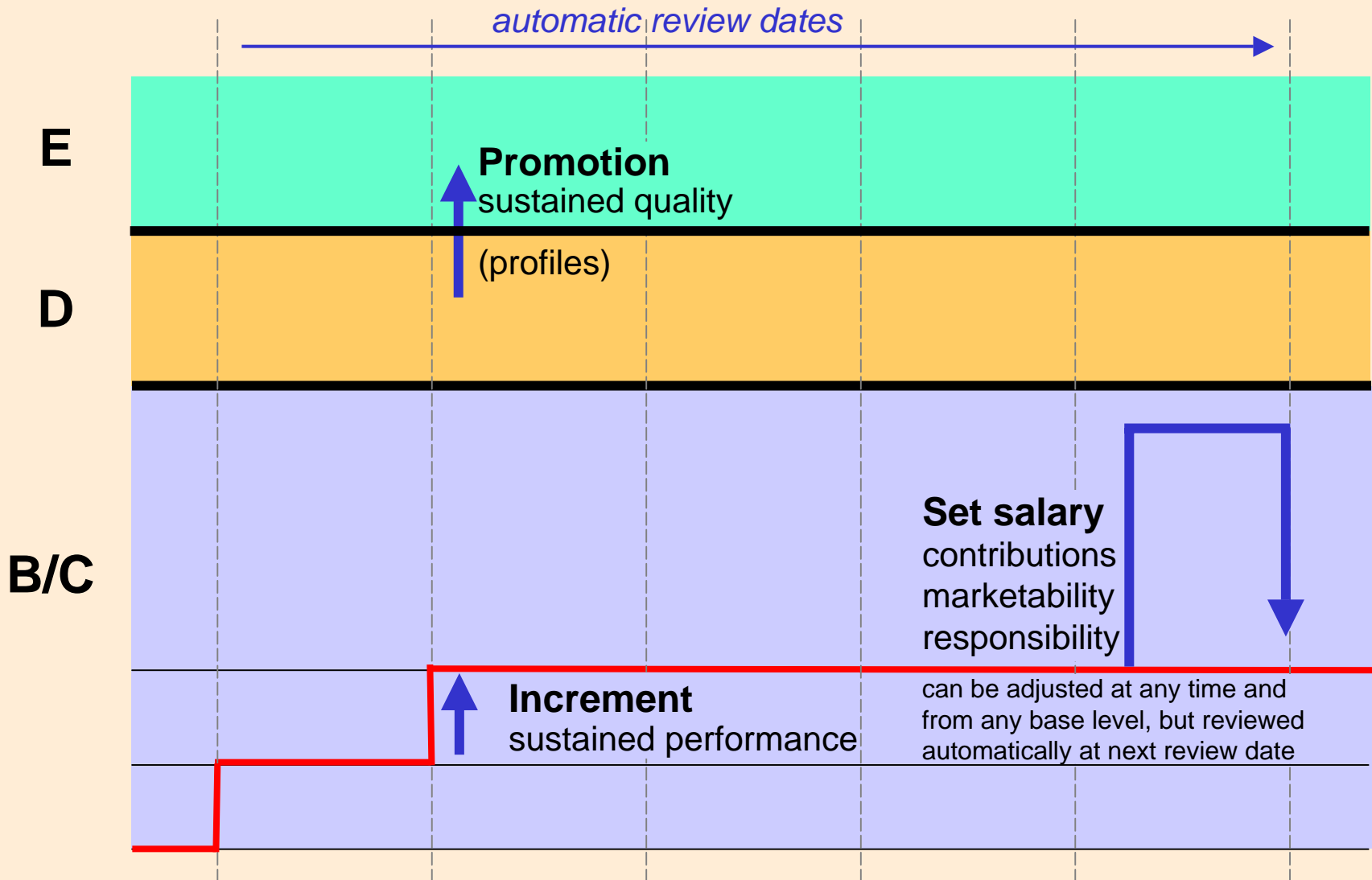


Salary levels can overlap base above

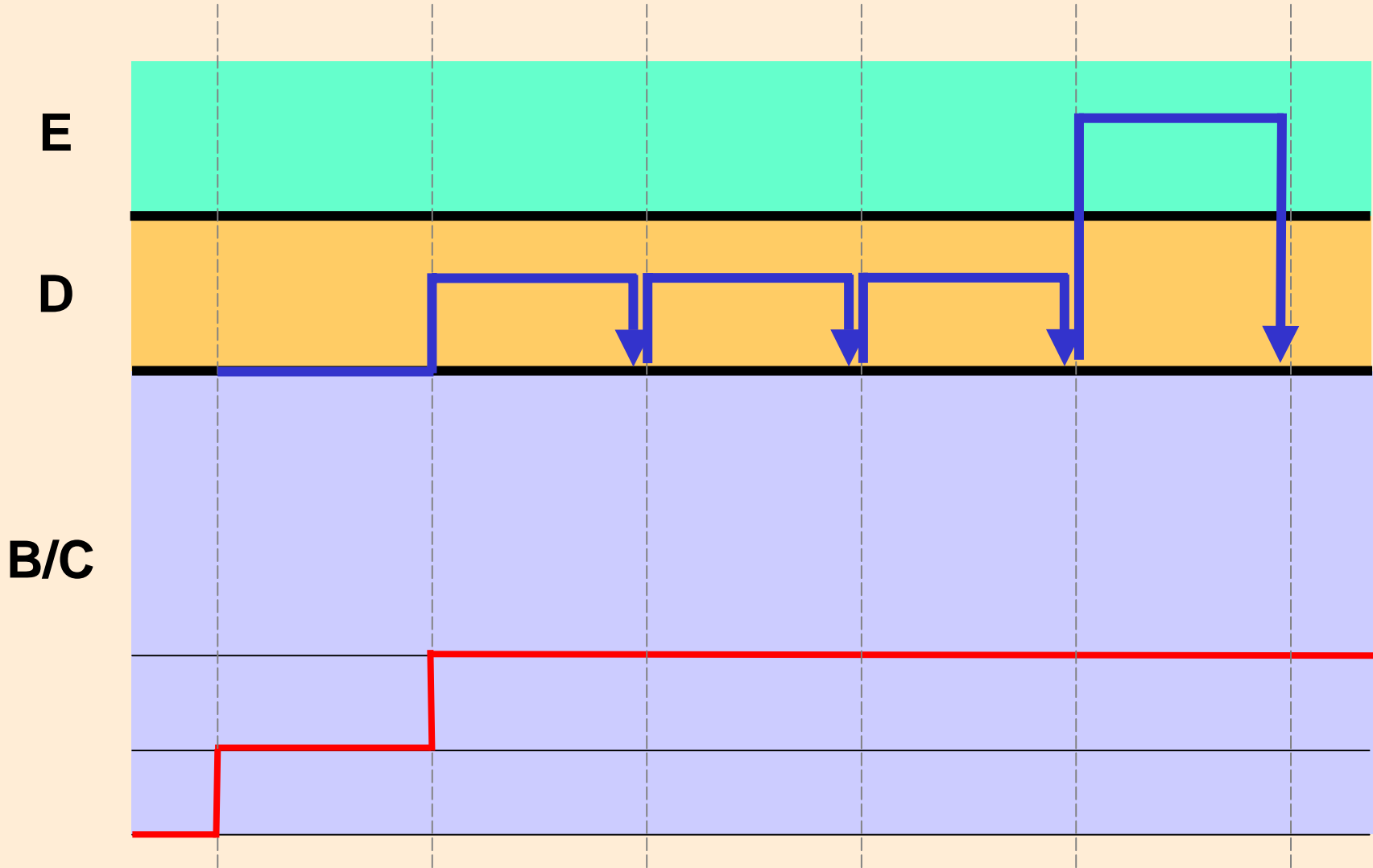
Income adjustment above base salary based on contribution

Remain at current academic level until promoted (or incremented)

Base contribution expectation increases with promotion to next level



Synchronous with career expectation and contribution scheme?



Synchronous with career expectation and contribution scheme?

Now let's look at possible models for general staff

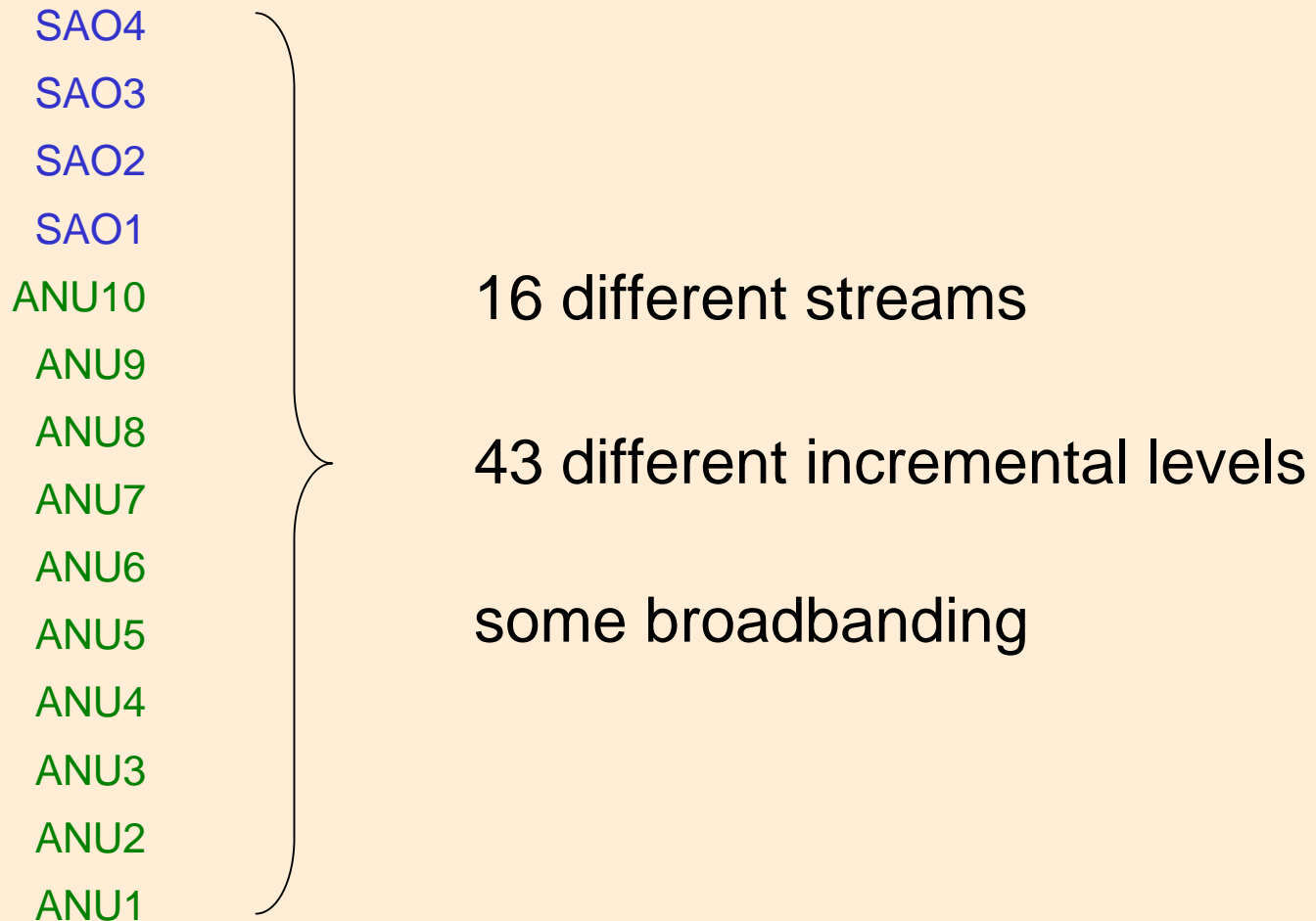
Can we achieve similar reforms recognising that there are differences between academic and general staff career structures?

Is broadbanding possible?

Is nomenclature correct?

Are rewards appropriate?

The current situation



A possible start to find a new approach?

Could create three streams:

Stream A

Administration
Library
Archives
and similar

Stream B

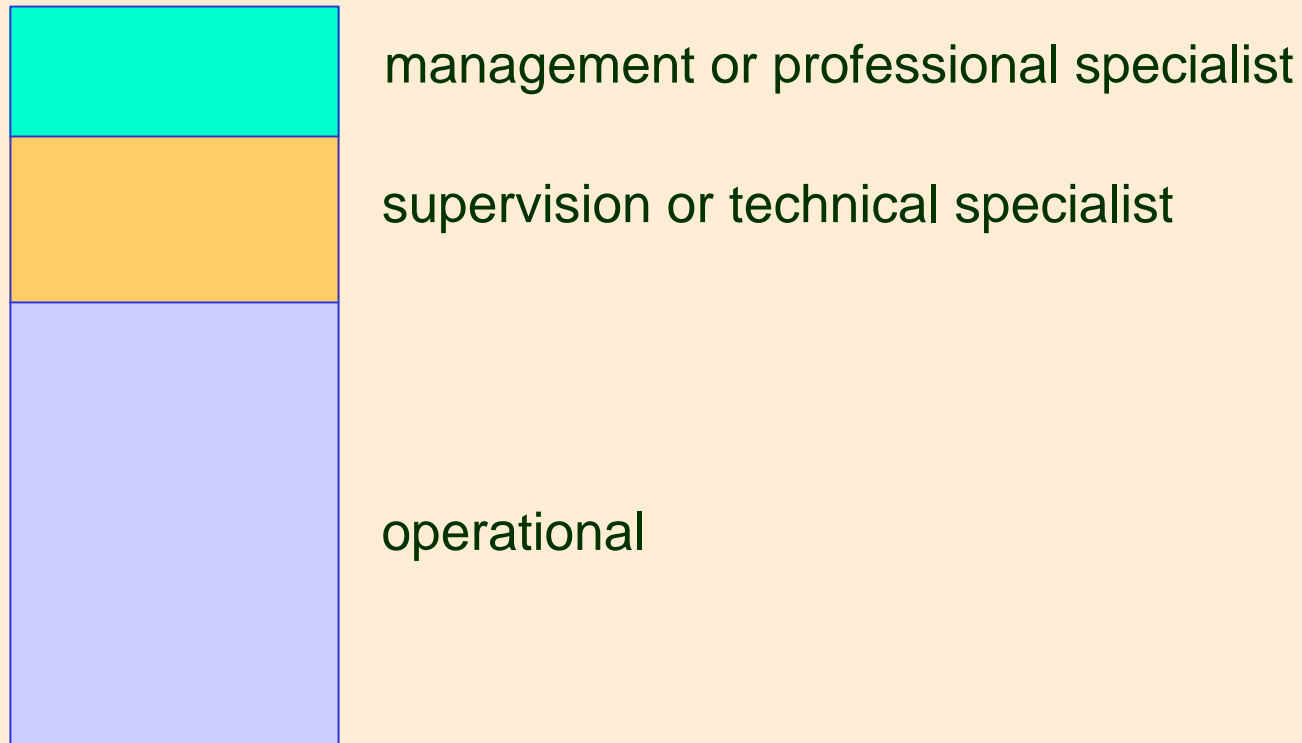
Technical
Engineering
Research
Graphics
and similar

Stream C

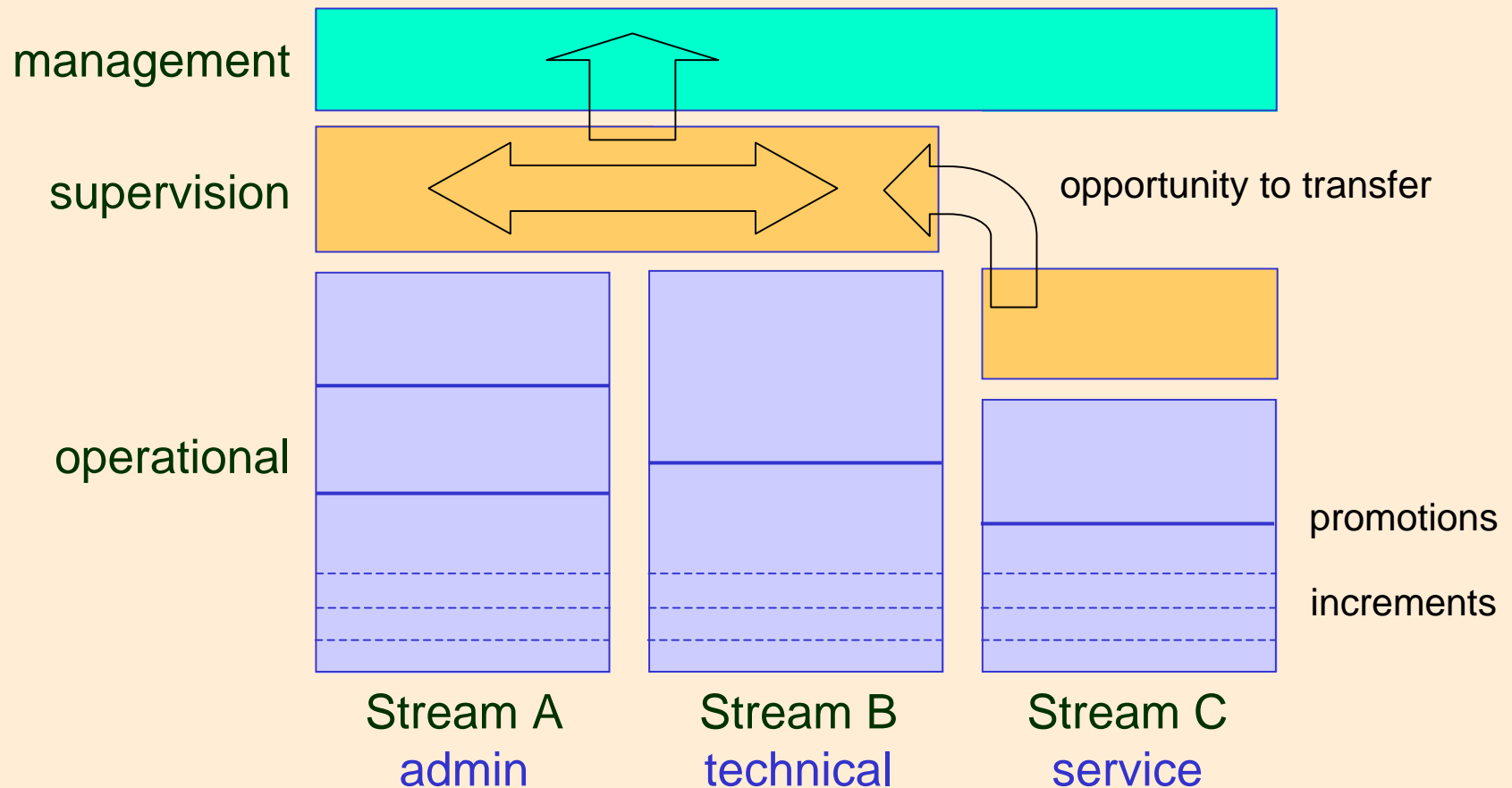
Maintenance
Security
Stores
Hospitality
Cleaning
and similar

A possible start to find a new approach?

and three levels in each stream:



Putting it together so far ...



But what about ...

General staff who take on
academic responsibilities

“Para-academics”

Discussion