RECLASSIFICATION OF PROFESSIONAL STAFF TO ACADEMIC STAFF POLICY [2011]

The Provost and Deputy Vice-Chancellor, as delegate of the Senate of the University of Sydney, adopts the following policy.

Dated: 29 November 2011

Signature:

Name: Professor Stephen Garton

1 Name of policy

This is the Reclassification of Professional Staff to Academic Staff Policy [2011]

2 Commencement

This policy commences on the day after the day on which it is registered.

3 Policy is binding

Except to the extent that a contrary intention is expressed, this policy binds the University and its staff.

4 Policy

(1) Where the duties of a professional staff member have changed over time to the extent that their role would be more appropriately classified as “teaching and research academic” or “research-only academic” their position should be considered for reclassification.

(2) Reclassification may also be sought where the needs of a unit have changed or are changing such that it would be in its best interests to ask a professional staff member to assume an academic role in lieu of their current one, providing it can be demonstrated that she/he has the prima facie capacity to undertake such a role, including holding appropriate qualifications, and is supportive of the change.

(3) If an approved reclassification involves a lower salary, the staff member will receive a salary loading to maintain their current salary and, subject to continued satisfactory performance, any incremental progression associated with it.
NOTES

Reclassification of Professional Staff to Academic Staff Policy [2011]

Date adopted:

Date registered:

Date commenced:

Administrator: Executive Director, Provost's Office

Review date: Three years from date of commencement

AMENDMENT HISTORY

<table>
<thead>
<tr>
<th>Provision</th>
<th>Amendment</th>
<th>Commencing</th>
</tr>
</thead>
</table>