

**Conditions of Appointment**  
**CONDITIONS OF APPOINTMENT FOR RESEARCH FELLOWSHIPS –**  
**JEAN B REID (ref: 4056)**

**1. GENERAL**

**1.1** The University of Adelaide funds Research Fellowships from endowment fund income for medical and health science research. These Fellowships may be held in any University of Adelaide School undertaking medical, dental, behavioural, biomedical or other areas of health science research. If necessary, Schools may be asked to submit a School Research Profile to provide a context for evaluating the application if there are concerns about the medical/health science research focus. Applications will be considered by the Faculty of Health Sciences Research Committee.

**1.2** The aim of the Faculty of Health Sciences Research Fellowship Scheme is to increase substantially the number of NHMRC/ARC Research Fellows at the University. As part of the overall Faculty of Health Sciences Research Fellowship Scheme strategy, the Research Committee is offering a Research Fellowship to a candidate who has demonstrated significant research potential in his/her early post-doctoral or post-medical specialist training years. The Research Fellowship is a fixed-term position for a period of five years, pending satisfactory performance.

It is anticipated that the provision of funding through this scheme will make the recipient highly competitive for NHMRC or ARC appointments (e.g., Research Fellowships or Clinical Practitioner Fellowships) or similar positions. It is also expected that the appointment will introduce new disciplines or skills into the University to enhance existing research strengths.

**2. CONDITIONS**

**2.1** Conditions of appointment are governed by The University of Adelaide Collective Agreement.

**2.2** The Research Fellowship positions shall be open to university graduates with a doctorate, or equivalent research experience, in any discipline but preferably in biomedical or health sciences. In the case of clinician applicants, due consideration will be given to appropriate and relevant specialty training in assessing their track record and stage of career development. Applicants will not normally be eligible for appointment in the School in which they enrolled for their higher degree candidature without an intervening period of research experience in another place.

**2.3** The salary scale will be determined by the Collective Agreement, as varied from time to time, and is subject to income tax. A booklet is provided setting out details of the superannuation scheme, Unisuper Award Plus Plan. Registration forms must be completed at the time of acceptance of appointment.

**2.4** A maintenance allocation of up to \$15,000 per annum will be provided to support the project, pending satisfactory performance reports.

**2.5** The Fellowship will be tenable for five years.

**2.6** The Fellowship must be held at The University of Adelaide, and the Fellow will normally be required to take up their appointment within six months of the offer of an award.

**2.7** The appointment will be awarded on the basis of the merit of the candidate and of the project, taking into consideration the performance of the candidate in research and other academic activities, in relation to the stage of his or her career.

**2.8** The program on which a candidate proposes to work must be approved by the Head of the School concerned.

**2.9** The Fellow will work under the general direction of the Head of the University School concerned. The Fellow will be required to give his/her full time to his/her research work, which may involve

collaboration with others in the School, including postgraduate students. The Fellow may be asked to undertake a very limited amount of teaching in his/her speciality at undergraduate level, but no additional payment will be made for such teaching.

**2.10** The University will provide for a person taking up appointment from outside South Australia according to the employment policies and practices, which are current at the time of employment.

**2.11** In accordance with the University's Intellectual Property Policy and any other relevant policies, the University will share with the staff member the economic benefit arising from intellectual property developed by the staff member in the course of his/her duties. Details of the University's policies are available on request.

**2.12** A candidate offered a Fellowship may be required to submit a satisfactory medical certificate of good health before award of the Fellowship will be confirmed. The [Policy on Pre-Employment Medical Examinations](#) is available, on request.

**2.13** A Fellow may terminate his/her appointment with the University by tendering in writing notice of a period of one month, or such lesser period as the Area Manager may approve.

**2.14** In all matters the representation of the University is a function of the Vice-Chancellor or other senior manager with the appropriate delegation. Accordingly, while a candidate for appointment or a staff member may have occasion to discuss aspects of the appointment with other members of the University, no undertaking or assurance is authorised, or can be binding on the University, unless it is set out in a formal letter from the delegated officer.

**2.15** Staff coming from overseas on temporary resident visas are required to pay the Medicare Levy through the PAYG tax system, but they are not entitled to Medicare benefits. The University will fund a minimum of half the costs of health insurance cover for international research Fellows, with the remainder being paid by the appointee.

**2.16** Fixed-Term Academic staff are eligible for support to attend overseas conferences under the conditions of the University's [Overseas Conference Scheme](#), a copy of which is available on request.

**2.17** Research Fellows will acknowledge the funding and support provided by The University of Adelaide in all forms of publications and media promotions relating to the work conducted as part of the Fellowship. Research Fellows will also assist the University to promote health sciences research to the broader community.

**2.18** Any salary gap associated with the successful candidate being offered a higher level of appointment by the hosting School, or because of promotion during the period of the Fellowship, will be the responsibility of the hosting School. The letter of support from the Head of the hosting School must clearly acknowledge this responsibility.