

## MEDICAL ACADEMICS COLLECTIVE AGREEMENT - VARIATION

<p><b>Variation to Medical Academics Collective Agreement</b></p>	<p>The parties agree that the Medical Academic Collective Agreement will be varied as follows:</p> <ol style="list-style-type: none"><li>1. The Research and Study Leave, Eye Tests, Academic Grades Standards and Criteria, Outside Activities and Disciplinary policies will be transferred from the Medical Academics Collective Agreement and into the University HR Framework.</li><li>2. The statements of principles which have been agreed between the parties to apply to Research and Study Leave, Academic Grades Standards and Criteria, Outside Activities and Discipline will be incorporated into the Medical Academics Collective Agreement. While noting that the CME, Communication Allowance and Work Related Expenses policies already stand outside of the collective, the parties will consider how the statements of principle might apply with regards to CME, Work Related Expenses and Communication Allowance provisions.</li><li>3. Medical Academic staff will receive pay increases as follows:<ul style="list-style-type: none"><li>• A 4% increase on the base academic component of salaries from the date on which the variation is ratified.</li><li>• On 1 February 2012: 2% on the base academic component of salaries.</li></ul></li><li>4. Medical Academic staff who were covered by the Medical Academics Collective Agreement as at 7 November 2011 will also be entitled, upon ratification of the variation, to:<ul style="list-style-type: none"><li>• receive the sign-on bonus of \$2,000 gross for full time equivalents (pro rata for part-time staff) will, after ratification, be payable as soon as practicable to TEU members of staff covered by the Medical Academic CA as at 7 November 2011.</li><li>• from the date of ratification an increase in accrual of annual leave to five (5) weeks (inclusive of Easter Tuesday and the last weekday before Christmas) for those who currently have a lesser annual entitlement.</li><li>• The special leave provisions will be deleted, because the 5 weeks annual leave being offered is inclusive of leave on Easter Tuesday and the last weekday before Christmas.</li><li>• The maximum cap on Clinical Leave will be amended from 8 days to 5 days due to the offer of 5 weeks annual leave. This is to maintain the intention to provide a maximum aggregated total of up to 6 weeks leave as per paragraph 5.5(c) of the CA.</li></ul></li></ol>
---	--