

# **Vocational Allowance for Specialist Medical and Dental Staff**

## **Introduction**

The Vocational Allowance was established as part of a 2007 initiative intended to support the medical and dental student undergraduate teaching programmes. It is intended to assist in the attraction and retention of specialist medical and dental staff into senior academic roles and assisting with addressing the disparity in salaries between the DHBs and the University.

## **The Vocational Allowance - criteria**

The Vocational Allowance is available to staff employed on the Medical/Dental and Joint Clinical agreements and who are medical specialists and dental specialists, defined as:

"Dental Specialist" means any dental practitioner who is registered under the Health Practitioners Competence Assurance Act 2003 as a dental specialist in one of the approved branches of dentistry and who is employed in that branch of dentistry or in a similar capacity with minimal oversight.

"Medical Specialist" means any medical practitioner who is vocationally registered under the Health Practitioners Competence Assurance Act 2003 in one of the approved branches of medicine and who is employed in either that branch of medicine or in a similar capacity with minimal oversight.

The following are specifically excluded:

- i. Any employee who is appointed as a Pro-Vice-Chancellor or Deputy Vice-Chancellor for the duration of their appointment;
- ii. Casual staff; and
- iii. All employees employed 0.3 FTE or less with the titles Clinical Tutor, Clinical Lecturer, Clinical Senior Lecturer, Clinical Associate Professor, and Clinical Professor.

## **The Vocational Allowance – payment details**

The vocational allowance is paid as following;

- i. \$12,500 per annum (pro-rata based on the University FTE component).
- ii. Some employees who are eligible for the vocational allowance may receive a Recruitment and Retention Supplement (R&R). In some instances the reasons for awarding the original R&R may be the same or overlap with the principles applied to the vocational allowance. Therefore when the R&R comes up for review for an employee who also receives the vocational allowance, consideration will be given as to whether the R&R should be reduced or not renewed. The employee will be advised at the time should this occur.
- iii. The allowance is superannuable (i.e. will be considered for superannuation contributions) and taxable.
- iv. It is not subject to the automatic cost of living/inflation salary increases. Initially the allowance was paid out of TEC funding. This is no longer available.

## **Process for staff who are eligible to receive a Vocational Allowance**

The offer grid in the Recruitment System has a section authorising payment of the allowance for new employees. Verification that the new employee meets the requirements will be undertaken at the time of appointment and approved by the Dean. It will require confirmation from either the Medical Council

(registration of vocational scope) or Dental Council (registration of specialist scope of practice) that the requirements are met.

For existing employees who become registered since appointment, please complete the Applications for Vocational Allowance form available via the link <http://www.otago.ac.nz/humanresources/otago075100.pdf>