

University of Otago Professional Staff Scale 3 (Research Assistants)

Effective 1 January 2026 for staff on Casual and Student Employment Agreement

Award Grade	Salary	Hourly Rate
RAN.01	53,297	27.25
RAN.02	58,393	29.86
RAN.03	60,944	31.16
RAN.04	64,279	32.87

NOTES

- 1 The Research Assistant Scale applies to short term positions, normally of less than one year in duration,
- 2 For Appointment at RAN.01 The job would not require graduate level skills

For Appointment at RAN.02 The job content would require graduate level skills eg Bachelors degree

For Appointment at RAN.03 The job content would require a degree with some research component eg Honours on PG Dip

For Appointment at RAN.04 The job content would require a degree with substantial research component, eg a Masters graduate or a PhD student

The appropriate grade for the position will be determined by the employer based on the job content in accordance with the criteria listed.
- 3 There is no automatic progression between grades in the Research Assistant Scale. Movement from one level to another is by decision of the employer based on changes in requirements of the position.