

**University of Otago Professional Staff Scale 3
(Research Assistants)**

**Effective 1 July 2023 for staff on General Staff Collective Employment
Agreement and Professional Staff Individual Employment Agreement**

For Casual and Student Employment Agreements use the dedicated scale on the Pay Scales Web page

Award Grade	Salary	Hourly Rate
RAN.01	\$49,754	\$25.44
RAN.02	\$54,510	\$27.87
RAN.03	\$56,892	\$29.09
RAN.04	\$60,005	\$30.68

NOTES

- 1 The Research Assistant Scale applies to short term positions, normally of less than one year in duration, the purpose of which is to provide assistance with research projects, where the nature of the work does not meet the criteria for Assistant Research Fellows.

- 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 e.g. Bachelors degree

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

For Appointment at RAN.04 The job content would require a degree with substantial research component, e.g. 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