

## University of Otago, Tutors and Demonstrators Scale

Effective 1 April 2019 for staff on Tutor and Demonstrator Employment Agreements

Award Grade	Current Rate	Criteria as a guideline only *
<b>Rate A</b>	\$ 17.70	Rate A generally applies to undergraduates;
<b>Rate B</b>	\$ 18.51	Rate B to graduates of a three-year or a four-year degree;
<b>Rate C</b>	\$ 22.58	Rate C to graduates with a Masters degree
<b>Rate D</b>	\$ 29.38	Rate D to graduates with a doctorate, or senior PhD students.

### NOTES

There is one Scale for tutors and demonstrators which contains four rates. The Department/ School/Division selects one of the four rates for each individual tutor and demonstrator using the following criteria.

The full criteria when considering an appropriate rate are:

- i. relevant work experience
- ii. relevant educational or other qualifications
- iii. ease or difficulty of recruitment and/or retention
- iv. participation in any job related training offered by the University
- v. job content/complexity

\* NB: educational qualification is only one of the criteria to be considered, and placement on the scale may vary once the other four criteria have been applied and when considering equivalent experience or professional standing (e.g. a clinical professional or relevant postgraduate experience).