

APPENDIX 5D: GRANT FUNDED SCIENTISTS WORK LEVEL DEFINITIONS

DEFINITIONS:

The following definitions relate to the meanings of the words within these work level definitions.

"Agency" means an administrative unit or Agency as defined by the South Australian Government Wages Party (Salaried) Enterprise Agreement 2010.

"Broad guidelines" means instructions received essentially in the form of broadly stated objectives which require competent and professional experience to apply both initiative and professional judgement.

"Complex" means professional work which is characterised by ambiguity and/or novelty.

"Co-ordination" means the organising of employees, activities and, students where necessary, to meet operational requirements which contributes to the timeliness, effectiveness, quality and efficiency of a work unit.

"Crucial" means that a component, an issue, or a decision is fundamental to subsequent actions, considerations and decisions.

"Innovative" means the extent to which there is a requirement to vary from, or make changes to, established professional processes, systems and/or standards.

"Limited complexity" means work which involves the application of established principles, practices and procedures. Generally, such comprises actions and responses which can be readily identified and repeated from previous experience.

"Managerial responsibilities" means an employee:

1. Is required to determine operational policy and procedures for a work unit within the framework of an agency's (or health unit's) requirements; and
2. Is required to ensure the timeliness, effectiveness, quality and efficiency of a work unit; and
3. Has significant independence of action including the use or allocation of both financial and human resources within the constraints or guidelines laid down by executive management; and
4. Undertakes human resource management functions including planning, developing and implementing programs associated with equal employment opportunity and occupational health, safety and welfare within the functional area of responsibility; and
5. Trains staff, coordinates workflow processes, ensures quality of output of the work unit, conducts performance assessment and review, staff counselling, career planning and development.

"Novel" means the nature of professional work that requires the extension and application of theories and concepts beyond established principles. Such may include, for instance, creative research or the introduction of new technology.

"Papers" means peer reviewed papers in relevant journals/publications of operational or theoretical interest to other discipline-based scientists.

"Professional direction" means the form of control exercised, and may include guidance and monitoring, over other grant funded scientists demanding professional judgement, including:

- Assessing the application of discipline standards;
- Weighing and discussing professional approaches used;
- Determining professional solutions; and
- Verification and validation of results.

"Professional discipline" means a non-repetitive field of activity which requires a degree in a professional discipline, is exercised with increasing levels of autonomy and accountability, and is governed by standards, ethics and objectives prescribed by a representative professional body and, may interdependently, by the employing agency.

"Professional independence" means the level of accountability within a professional discipline.

"Professional judgement" means the application of an amalgam of *professional knowledge* and experience to derive appropriate resolutions within prescribed standards, ethics and objectives.

"Professional knowledge" means an understanding of theory, techniques, practices and principles gained through degree-level discipline-based study.

"Grant funded scientist" means a research scientist who is employed by the Institute of Medical and Veterinary Science, the Royal Adelaide Hospital, the Queen Elizabeth Hospital and the Repatriation General Hospital, using funds provided by the National Health and Medical Research Council and other external grant funding bodies which allocate grants on competitive basis.

"Significant" means professional work which is noteworthy, or of considerable amount, effect or importance.

"Specialising" refers to work which focuses on one operationally narrow aspect within a *professional discipline* using either acquired experience or a combination of acquired experience and discipline based study.

"Specialist" means a *grant funded scientist* who has acquired through study and application special subject knowledge which is recognised by peers to be different, distinctive or unique.

"Statutory action" means action taken or authorised by statute.

"Straightforward" means work which is without difficulty and is uncomplicated to a person qualified within the *professional discipline*.

"Very complex" means the application of a soundly based working knowledge of established professional principles, practices and procedures as they affect all aspects of the range of operations, or an in-depth *professional knowledge* of an operation which feature both ambiguity and novelty. Generally responses require the exercise of high levels of analytical skill.

| GENERAL OVERVIEW | | | | | | |
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| GFSc1 | GFSc2 | GFSc3 | GFSc4 | GFSc5 | GFSc6A | GFSc6B |
| <p>The <i>grant funded scientist</i> will have attained through discipline-based, degree-level study a combination of theoretical concepts and practical techniques to enable professional work to be undertaken within a <i>professional discipline</i>.</p> <p>A <i>grant funded scientist</i> at this level will demonstrate at least a competent level of professional knowledge and skill. As experience is gained, <i>grant funded scientists</i> are independently undertake routine professional tasks.</p> <p><i>Grant funded scientists</i> participate in professional and/or <i>multi-disciplinary</i> teams, operating at the level of basic task to routine professional tasks commensurate with level of experience.</p> <p>Duties undertaken independently at this level are generally of a routine and non repetitive nature, with more complex professional decisions and problem solving made under the professional direction or professional guidance of a more experienced <i>medical scientist</i>.</p> <p>As the <i>grant funded scientist</i> gains experience the GFSc1 will exercise greater levels of independent professional judgement.</p> | <p>Employees at GFSc2 will:</p> <ul style="list-style-type: none"> • Demonstrate increased professional expertise, competence and experience to perform any standard professional task within the discipline. • Have attained greater specialised knowledge within the discipline. • Provide professional services to client groups in circumstances requiring increasingly complex practice skills. • Exercise greater <i>specialist</i> knowledge within the discipline and achieve higher level of outcomes under reduced <i>professional direction</i>. • Apply professional judgement to select and apply new and existing methods and techniques. • Demonstrate expertise obtained through appropriate professional development and operational experience or tertiary qualification(s), post graduate education or other formal qualification(s). <p>The above requirements constitute the work definition for the Peer Assessment process as described in Section 2.</p> | <p>Operating under general policy direction and with a level of <i>professional independence</i> in the determination of operational priorities, strategies, work standards and allocation of resources. Generally, the work demands a level of competence from extensive experience and/or additional study. The <i>grant funded scientist</i> at this level will:</p> <ul style="list-style-type: none"> • Be specialising within a professional discipline; or • Be responsible for managing external grant funding, apply for and be capable of receiving grant funding. <p>Positions at this level demonstrate leadership within the <i>professional discipline</i> and may coordinate a number of subordinate <i>grant funded scientists</i> and <i>grant professionals</i>. <i>Grant funded scientists</i> at this level will focus on increasing the value, contributions and effectiveness of the <i>professional discipline</i> within the agency (or health unit). Any standard professional task within the discipline (including problem definition, assessment, planning, liaison, execution, analysis, interpreting and reporting) may be undertaken at this level.</p> <p>A <i>grant funded scientist</i> at this level who is responsible for managing external grant funding will be responsible for allocating and determining work priorities to ensure</p> | <p>Operates under broad policy direction in relation to the scientific aspects of a moderately complex area and with high levels of <i>professional independence</i> in the determination of overall strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • A senior professional practitioner, or • A senior professional specialist. <p>At this level work may involve the exercise of <i>significant professional judgement</i> based on a detailed knowledge of State initiatives and involvement in the development and/or application of discipline principles and new technology and/or knowledge of <i>crucial</i> work which can involve a single discipline or a variety of disciplines. Decisions are likely to have a major impact on the health unit, agency, on industry, or on the State, and are rarely subject to professional review.</p> <p>The senior professional practitioner at this level will undertake work which is very complex and highly innovative. At this level there is minimal <i>professional direction</i> and the <i>grant funded scientist</i> would be expected to closely examine personal practices and actions to ensure compliance with</p> | <p>Operates under general policy direction and with <i>professional independence</i> in the determination of overall strategies, priorities, work standards and allocation of resources. The role will be:</p> <ul style="list-style-type: none"> • A leading professional manager of a major program and operations, or • A leading professional specialist. <p>Under the broad direction of an executive level, positions at this level will operate within <i>broad guidelines</i> to achieve specific objectives with total <i>professional independence</i>.</p> <p>May be recognised as a national and/or international authority or as a specialist within the State. The <i>grant funded scientist</i> at this level may generally make a significant contribution on the development of professional understanding on a national or beyond basis.</p> <p>Positions at this level require high levels of expertise and experience with a comprehensive knowledge of a recognised <i>professional discipline</i>. Professional decisions at this level are likely to have substantial impacts to the health unit, agency, to industry, or to the State, and are not usually subject to professional review. Work is undertaken in a highly complex or specialised field by adapting</p> | | |

| GENERAL OVERVIEW | | | | | | |
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| GFS:c1 | GFS:c2 | GFS:c3 | GFS:c4 | GFS:c5 | GFS:c6A | GFS:c6B |
| | | <p>operational standards and efficiencies are met having regard to the needs of peers and the Funding Body and providing <i>professional guidance</i> for a team of grant funded scientists. The senior professional supervisor is expected to contribute to the development of subordinate individual grant funded scientists.</p> <p>Grant funded scientists may also have <i>managerial responsibilities</i> for a small work unit to ensure effective and coordinated services in respect to the management of external grant funding. This is the first level where a <i>grant funded scientist</i> may have <i>managerial responsibilities</i>.</p> <p>There will be <i>professional independence</i> in a general operational context involving routine research, project or case situations, requiring levels of expertise and experience to ensure and contribute to professional standards, objectives and priorities within the framework of the agency's (or health unit's) corporate goals or grant funding responsibilities.</p> <p><i>Professional direction</i> is only received for those aspects of work which involve new or complex techniques or relate to areas of work outside the normal span of activity or have implications for the agency.</p> <p>High levels of initiative will be exhibited in accomplishing the objectives and undertaking complex projects, either on an individual basis as a <i>recognised specialist</i>, as a <i>grant funded scientist</i> with</p> | <p>established ethics and standards for the <i>professional discipline</i>.</p> <p>As a senior professional specialist, work is normally without <i>professional direction</i> with discretion permitted within the boundaries of broad guidelines to achieve organisational goals.</p> <p>For some grant funded scientists at this level may have a high profile within the discipline through higher qualifications or by publications in refereed journals, and will operate within broad guidelines to achieve specific objectives with <i>professional independence</i>. This may be supplemented by evidence of higher qualifications and/or wide spread professional recognition of expertise.</p> <p>It is likely that discipline principles and new technology requiring the exercise of significant <i>professional judgement</i> will be developed and applied. This includes initiating, formulating and managing research programs and major projects, or providing scientific services or enterprises involving both a service and research work. It is expected that actions which may span a range of activities in a <i>very complex, specialised environment</i> and contribute to the formulation of corporate policy and the implementation of corporate policy directives.</p> | <p>precedents and by making significant departures from traditional approaches. <i>Professional Independence</i> and high levels of expertise and experience to determine professional standards, objectives and priorities within the framework of the agency's (or health unit's) corporate goals, which includes the requirements of the funding body will be evident.</p> <p>For some grant funded scientists at this level may involve the management of programs of <i>critical</i> importance to the State, to satisfy the government's objectives or the agency's (or health unit's) corporate goals, which includes the requirements of the funding body. This level is also responsible for professional policy development and advice to government, peers and other research institutions.</p> <p>For a leading professional specialist, development and overseeing the implementation of new and high level programs and major investigations is a major feature of this level, as is an emphasis on strategic management within the area of professional practice.</p> <p>The professional manager at this level will have high level <i>managerial responsibilities</i> which involve a staff comprising a large number of <i>grant funded scientists</i>, and the coordination and direction</p> | | |

GENERAL OVERVIEW

| GFSC1 | GFSC2 | GFSC3 | GFSC4 | GFSC5 | GFSC6A | GFSC6B |
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| | | <p>responsibilities for complex duties, or as a team leader. Work may require the development and provision of formal professional advisory services to other agencies, industry representatives, other research groups and institutions. Such advice may be subject to review by senior management. The level of information provided and recommendations may influence decisions of others, including superiors and peers, especially in the monitoring, development and delivery of programs or funding outcomes.</p> | <p>Some grant funded scientists at this level will have managerial responsibilities for a large work unit, or complex projects involving a number of professional disciplines. Skills required include work prioritisation, monitoring productivity and setting local strategic directions within the area of professional practice, in addition to assessment and review of professional and operational standards.</p> <p>For some grant funded scientists at this level, there will also be a demand for an ability to monitor resource allocations, to evaluate professional, technical and economic impacts of programs, and to formulate policy and corporate strategy proposals.</p> <p>A detailed knowledge of governmental policies and procedures, and an appreciation of their application in relation to agency (or health unit) operations is expected. In addition, the senior professional manager will interpret and provide advice on legislation, regulations and other guideline material relating to the operations and functions of the work area.</p> <p>At this level, expert consultancy advice to outside bodies, agencies and the public may be provided as well as participation on inter-agency committees to develop policy, planning</p> | <p>of major program objectives to achieve the and result in a timely and effective manner. Programs are normally long term and require high level strategic planning and innovative thinking.</p> | | |

| GENERAL OVERVIEW | | | | | | |
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| | | | <p>and other initiatives.</p> <p><i>With professional independence and high levels of expertise and experience, for some grant funded scientist at this level will determine professional standards, objectives and priorities within the framework of the agency's (or health unit's) corporate goals which will include grant funding requirements.</i></p> | | | |

KNOWLEDGE AND EXPERIENCE

| GFSc1 | GFSc2 | GFSc3 | GFSc4 | GFSc5 | GFSc6A | GFSc6B |
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| <ul style="list-style-type: none"> Professional knowledge attained through a study of discipline theory and limited experience. A developing level of operational competence. In recognition of advanced skills and experience relevant to being a grant funded scientist, permanently appointed grant funded scientists who have been at the top increment of GFSc1 for 12 months or greater can apply to a Peer Assessment Panel for assessment to progress to GFSc2 (refer to Section 2). | <ul style="list-style-type: none"> Has attained greater specialised knowledge within the discipline and is achieving higher level of outcomes under reduced professional direction. Has attained professional expertise, competence and experience to perform any standard professional task within the discipline. | <ul style="list-style-type: none"> Operates with professional independence and high levels of competence. Continues to apply knowledge obtained through post-graduate specialised qualifications (including a PhD qualification) or extensive recognised experience. | <ul style="list-style-type: none"> Utilises comprehensive knowledge within the professional discipline and broad exposure to other professional disciplines. Applies professional judgement based on up-to-date discipline knowledge. Applies professional knowledge having regard to the agency's (or health unit's) policy framework. | <p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> Has evidence of higher qualifications or discipline expertise. Has made a significant contribution to the development of professional understanding on a national and/or international basis, as evidenced by an established track record of successful grant funding applications. Requires very high levels of expertise and experience within the professional discipline. | <p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> Demonstrated application of high levels of professional knowledge, expertise, professional independence and competence and recognition as a leading national and/or international authority within an area of medical science together with the ability to foster excellence in the diagnostic and/or research functions of the agency (or health unit) and the medical/scientific community. Demonstrated ability to conceive and carry out substantial, major and original contributions to research including the ability to determine complex and significant professional objectives and priorities within the framework of an agency's (or health unit's) corporate objectives. Evidence of a substantive body of published work or other high quality research which is not subject to peer professional review and which is making an impact in the research field leading to national and international recognition together with invitations to provide editorial input within the individual's area of expertise. Relevant doctoral or other equivalent | <p>Work at this level may include a combination of:</p> <ul style="list-style-type: none"> As an internationally recognised leading authority within the professional discipline, a demonstrated collaboration with recognised international organisations on scientific projects that impact on an international scale together with the ability to foster excellence in the diagnostic and/or research functions of the agency (or health unit) and the medical/scientific community. Demonstrated ability to conceive and carry out substantial, major and original contributions to research including the ability to determine complex and significant professional objectives and priorities within the framework of an agency's (or health unit's) corporate objectives and industry directions. Evidence of a substantive body of internationally recognised journals or other high quality research and which is making an impact in the research field of expertise. Relevant doctoral or other equivalent qualification and appropriate research experience. The onus will be on the individual to demonstrate that they hold a qualification or |

KNOWLEDGE AND EXPERIENCE

| GFSc1 | GFSc2 | GFSc3 | GFSc4 | GFSc5 | GFSc6A | GFSc6B |
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| | | | | | <p>qualification and appropriate research experience. The onus will be on the individual to demonstrate that they hold a qualification or experience equivalent to a PhD, and the decision as to whether a qualification or experience is equivalent to PhD rests with the health unit.</p> <ul style="list-style-type: none"> • Success in obtaining significant and/or substantial grants. • Ability to attract high quality students and post-doctoral grant funded scientists. | <p>experience equivalent to a PhD, and the decision as to whether a qualification or experience is equivalent to PhD rests with the health unit.</p> <ul style="list-style-type: none"> • Success in obtaining significant and/or substantial grants. • Ability to attract high quality students and post-doctoral grant funded scientists. |

| OPERATIONAL OUTCOMES | | | | | | |
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| GFSc1 | GFSc2 | GFSc3 | GFSc4 | GFSc5 | GFSc6A | GFSc6B |
| | <p>Work undertaken at this level may involve a combination of:</p> <ul style="list-style-type: none"> • Providing <i>professional direction</i>, support and oversight of GFSc1 and/or technical and support staff. • Assisting in planning, implementing and reporting on services. • Utilising knowledge and skills in contributing to research and/or service development activities of the relevant discipline or service area. • Identifying opportunities for improvement in professional tasks including developing and leading ongoing quality improvement activities with other staff. • Contributing to professional research and participate in the provision of professional in-service education programs to staff and students. • Project co-ordinator/implementation of specific tasks or projects. | <p>To contribute to the operational objectives of the work group, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Analyses situations and identifies opportunities and/or needs to develop and/or progress work group objectives. • Develops and promulgates <i>crucial</i> information for the funding body. • Undertakes projects of a <i>complex</i> nature with limited <i>professional direction</i>. • Contributes to the development of operational policy. • Undertakes professional duties of an <i>innovative, novel</i>, and/or <i>crucial</i> nature without <i>professional direction</i> subject to established professional standards. • Assesses the professional, technical and economic impacts of achievements and/or projects. • Provides professional advice and consultancy services to other agencies (or health units), industry representatives and other research groups and institutions. • Assesses and reviews the standards of work of other <i>grant funded</i> scientists and external consultants. | <p>To satisfy specified agency (or health unit) objectives, a position at this level may include a combination of the following:</p> <ul style="list-style-type: none"> • Exercises <i>significant professional judgement</i> in the development and/or application of <i>professional discipline</i> principles and new technology. • Manages <i>very complex</i> projects involving a number of personnel from either one or a variety of <i>professional disciplines</i>. • Contributes directly to the achieving corporate objectives by being successful in applying for grant funding and managing grant funded projects. • Provides advice to senior management/authorities regarding current relevant developments in the discipline and their potential implications. • Initiates and manages high level programs and major investigations. • Determines professional standards and operational objectives in relation to the management of external grant funding. • Is the authoritative specialist where requirements are <i>very complex</i> and of major importance to applying for funding received. • Identifies current and | <ul style="list-style-type: none"> • Operates in a highly complex or specialised field to establish and/or modify standards, guidelines, concepts, theories, techniques or principles, by both adapting precedents and making <i>significant</i> departures from traditional approaches. • Uses high levels of expertise and experience with <i>professional independence</i> to determine professional objectives and priorities within the framework of an agency's or (health unit's) corporate goals and discipline standards. • Manages programs of <i>crucial</i> importance to the State to satisfy the government's objectives or the agency's or (health unit's) corporate goals. • Provides expert specialist advisory skills with <i>crucial</i> impacts to the industry, the State and possibly the nation. • Develops and directs the implementation of new and high level programs and major investigations, with a strategic emphasis. | <p>To contribute to the operational objectives of the work group, a position at this level may include a combination of the following inputs:</p> <ul style="list-style-type: none"> • The initiation, formulation and management of high level programs and major research activities which may include the generation of independent and collaborative research and the management and/or leadership of large research projects or teams. • The determination of strategic and operational standards, objectives and priorities for the work group within the organisation and within the agency's (or health unit's) policies and programs. • International recognition as an expert in a <i>complex</i> field of scientific and research services and have responsibility for the management of major programs of national/international significance. • Successful preparation of research proposal submissions to external funding bodies and other agencies including the assessment of the professional, technical and economic impacts of achievements/projects, the production of high quality publication of research findings and the presentation of findings in | <p>To contribute to the operational objectives of the work group, a position at this level may include a combination of the following inputs:</p> <ul style="list-style-type: none"> • The initiation, formulation and management of <i>complex</i> and high level <i>innovative</i> programs and major research activities which include the generation of independent and collaborative research and the management and/or leadership of large research projects or teams. • The management of a key or <i>crucial</i> function within the organisation and the determination of strategic and operational standards, objectives and priorities for the work group within the organisation and industry. • International recognition as a leading expert in a <i>complex</i> field of scientific research together with provision of authoritative and specialist advisory services on aspects of <i>innovative</i> scientific research and development where outcomes are of major importance to biomedical science on an international scale. • Successful preparation of research proposal submissions for the attraction of research monies into the State including the assessment of |

OPERATIONAL OUTCOMES

| GFSc1 | GFSc2 | GFSc3 | GFSc4 | GFSc5 | GFSc6A | GFSc6B |
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| | | <ul style="list-style-type: none"> Exercises control and coordination of either discrete operations or projects. Undertakes duties and ensures the outcome of work which is of a complex and varied nature, requiring detailed knowledge of the agency/s (or health unit/s) operations combined with a specialist or very high level of practitioner knowledge of major activities in the work unit. Trains staff, coordinates workflow processes, ensures quality of output of a small work unit, conducts performance assessment and review, staff counselling, career planning and development. Interprets legislation, regulations and other guideline material relating to the operators and functions of the work area. Uses significant initiative to accomplish objectives and undertake complex projects. Manages small work units, including prioritising work, training of staff, monitoring work flow and setting local strategic plans. | <p>future options relating to developments which impact on agencies and/or industry, which includes grant funding requirements.</p> <ul style="list-style-type: none"> Provides professional advice to inter-agency committees, peers and the funding body regarding professional policy, planning, forecasting and development implications. Provides specialist services to industry where the end product is of major importance to the industry and/or the State and the funding body. Initiates and formulates programs within the framework of (major work group) objectives and priorities. Undertakes demanding evaluations of an economic and/or technical nature with professional independence. Manages programs of significant importance to the State to satisfy the government's objectives or the agency's (or health unit's) corporate goals or grant funding requirements. Manages large work units, including prioritising work, training of staff, monitoring work flow and setting local strategic plans. Provides expert specialised advisory skills with crucial impacts to the industry, the State and possibly the nation. Develops and oversees the implementation of new and high level programs | | <p>appropriate scientific forums.</p> <ul style="list-style-type: none"> Undertaking of highly demanding evaluations of a scientific/technical and economic nature requiring professional independence and the management of projects or tests of a highly complex nature requiring high levels of professional judgement including the acceptance of professional responsibility for standards of work undertaken. Provision of specialised scientific knowledge to, and participation in, internal and external teaching programs at undergraduate and post-graduate level and may also include the supervision, training and guidance of research support staff including post-graduate and/or post-doctoral grant funded scientists who may be working on projects within the area of research expertise. Provision of highly specialised services to government agencies and as required specialised services to industry, which may include the promulgation of information regarding current developments in medical science and the preparation of written material which incorporate reports on the development of new technologies or methodologies. Promote and foster research links with outside bodies. | <p>the professional, technical and economic impacts of achievements/projects, the production of high quality publication of research findings and the presentation of findings in appropriate scientific forums and when necessary, the coordination and/or contribution towards the development of patents.</p> <ul style="list-style-type: none"> Undertaking of highly demanding evaluations of a scientific/technical and economic nature requiring professional independence and have management responsibility for major programs of international significance which may impact upon and directly involve other internationally recognised scientific officers and scientific activities/initiatives. Collaborate with recognised international organisations on scientific projects and provide leadership in the initiation, promotion, implementation and evaluation of leading edge innovative and relevant medical research functions at international level, both as an individual and in the management of others. Provision of specialised scientific knowledge to, and participation in, internal and external teaching programs at undergraduate and post-graduate level and may also include the supervision, training and guidance of research support staff including post- |

| OPERATIONAL OUTCOMES | | | | | | |
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| GFSc1 | GFSc2 | GFSc3 | GFSc4 | GFSc5 | GFSc6A | GFSc6B |
| | | | <ul style="list-style-type: none"> • and major investigations with a strategic emphasis. • Verifies the professional standards of operations and outputs. • Has <i>significant managerial responsibilities</i> and abilities. • Evaluates professional, technical and economic impacts of program. • Participates on inter-agency and/or national committees to develop policy, planning and other initiatives. | | | <ul style="list-style-type: none"> • graduate and/or post-doctoral <i>grant funded</i> scientists who may be working on projects within the area of research expertise. • Provision of highly specialised services to government agencies and as required specialised services to industry, which may include the promulgation of information regarding current developments in medical science and the preparation of written material which incorporate reports on the development of new technologies or methodologies. |

WORKING ENVIRONMENT

| GFSc1 | GFSc2 | GFSc3 | GFSc4 | GFSc5 | GFSc6A | GFSc6B |
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| | <ul style="list-style-type: none"> Exercises and accepts professional direction and co-ordination for a small work unit. Exercises initiative in the application of professional practices either as a member (in some situations as supervisor but not a grant funded scientist with managerial responsibilities) or as a grant funded scientist in a team or independently. | <ul style="list-style-type: none"> Develops professional advice to other agencies (or health units), industry representatives and may influence organisational attitudes and professional development policy within the framework of operational programs. | <ul style="list-style-type: none"> Uses significant professional judgement based on knowledge of national initiatives and personal involvement in the development and application of discipline principles and new technology, and/or knowledge of crucial work which can involve a number of personnel from the discipline or a variety of disciplines. Operates in a highly complex or specialised field using significant professional judgement. With professional independence, uses high levels of expertise and experience to determine professional objectives and priorities within the framework of the agency's or health unit's corporate goals and discipline standards. Manages, initiates and formulates research programs, major projects or manages a major professional service or enterprise. Is the government's "authority" in a particular specialised field of expertise, or has extensive discipline knowledge and broad experience spanning more than one professional discipline. Uses detailed knowledge of government policies and procedures, and an appreciation of their application in relation to | <ul style="list-style-type: none"> Positions at this level have crucial impacts to the agency (or health unit), to industry, to the State or to the nation. | <p>Grant funded scientists at this level will generally report to an executive position (or equivalent) or to a Chief Executive Officer and will operate with professional independence and have a high profile within their area of expertise. Work undertaken may have a crucial impact in the agency (or health unit), to industry, to the State or to the nation with decisions made not subject to professional peer review. Work undertaken is expected to be complex requiring advanced problem-solving abilities dictating a capacity for novel and/or innovative approaches and methods. Positions at this level will make a major contribution to the development of research program directions and policies and will have significant impacts on research at the national and international level. Initial appointment at this level occurs only under exceptional circumstances and recognises marked distinction in the grant funded scientist's research and scholarship.</p> | <p>Grant funded scientists at this level will generally report to an executive level position (or equivalent) or to a Chief Executive Officer and will operate with professional independence and have a high profile within their area of expertise. Positions have crucial and significant impacts on the organisation and biomedical science at the international level. An occupant of this position will be sought by a range of relevant and recognised bodies and/or individuals as a leading national and international scientist and will attract national and international recognition to the employing organisation. An occupant will possess high professorial status and will contribute to tertiary curricula development, and delivery. Appointment at this level occurs only under exceptional circumstances and recognises marked distinction in the grant funded scientist's research and scholarship.</p> |

WORKING ENVIRONMENT

| GFSc1 | GFSc2 | GFSc3 | GFSc4 | GFSc5 | GFSc6A | GFSc6B |
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| | | | <p>agency (or health unit's) operations.</p> <ul style="list-style-type: none"> • Interprets and provides advice on legislation, regulations and other guideline material relating to the operations and functions of the work area. • Provides expert professional advisory services to external bodies, other agencies and other research groups and institutions. • Utilises significant management skills and abilities to monitor resource allocations. | | | |

SECTION 2: PEER ASSESSMENT PROCESS

In recognition of advanced skills and experience relevant to being a *grant funded scientist*, permanently appointed *grant funded scientists* who have been at the top increment of GFSc1 for 12 months or greater can apply to a Peer Assessment Panel for assessment to progress to GFSc2.

A supervisor or manager of an eligible *grant funded scientist* may initiate an application for assessment by the Peer Assessment Panel for that employee without the need for that *grant funded scientist* to complete 12 months at the top increment of GFSc1. Such an application is subject to assessment by the Peer Assessment Panel.

In determining if a *grant funded scientist* will progress to GFSc2, the Peer Assessment Panel will consider the following:

1. The work level definition of GFSc2 as defined has been met; and
2. The *grant funded scientist's* professional:
 - (a) performance;
 - (b) aptitude;
 - (c) experience;
 - (d) responsibilities; and
 - (e) initiative.
3. and that the *grant funded scientist* has complied with all requirements of their current management-approved Performance Review and Development Plan.
The Peer Assessment Panel will include a discipline specific *grant funded scientist* (at a minimum level of a GFSc3) and an SA Pathology management representative. A human resources representative will also be on the Peer Assessment Panel.
Following assessment should a *grant funded scientist* not progress to GFSc2 the relevant supervisor or manager will be responsible for implementing a Performance Review and Development Plan in consultation with the *grant funded scientist* to address any issues arising from the assessment.
Should a *grant funded scientist* be assessed as not meeting the criteria for progression the *grant funded scientist* will not be eligible to apply for progression until such time as the relevant supervisor or manager is satisfied that the issues have been satisfactorily addressed through the Performance Review and Development Plan process.
The Peer Assessment Process does not remove or diminish the opportunity for a *grant funded scientist* to apply for a reclassification. A reclassification application will be considered and determined in accordance with the Department of Health Human Resource Manual.