

**REGULATIONS 7.1 R1
MADE UNDER STATUTE 7.1**

7.1.R1 - STAFF OF THE UNIVERSITY

Interpretation

1. In this regulation, unless the contrary intention appears –
'academic staff' means persons appointed to an academic rank and salary grade determined by the Council pursuant to 7.1.R2;
'professional staff' means persons appointed to a professional staff classification and salary grade determined by the Council pursuant to 7.1.R2;
'policies and procedures' means those policies and procedures determined by the Council from time to time, including those pursuant to Regulation 7.1.R2, published by the vice-principal (human resources) and known as Personnel Policies and Procedures.

Appointment

2. (1) The Council may appoint academic and professional staff according to policies and procedures determined by the Council from time to time.
(2) Subject to the statutes and regulations, the Council may determine the tenure and remuneration, and may regulate the duties of each staff member appointed under this regulation.

Probation

3. The Council may, from time to time, determine probation policies and procedures for all categories of staff.

Terms and Conditions

4. The Council may determine terms and conditions for academic and professional staff. Such terms and conditions may include, but are not limited to-
 - (1) leave;
 - (2) processes for movements between salary grades;
 - (3) processes for incremental movement within salary grades;
 - (4) the level of remuneration accorded to salary grades;
 - (5) the level of remuneration associated with specific groups of staff or specific tasks undertaken by staff.

Transfer

5. The Council may transfer a staff member from one position to another or one department to another at the staff member's current classification and remuneration level.

Promotion

6. Except as otherwise provided by regulation, academic staff may be promoted according to policies and procedures determined by the Council from time to time.

Dismissal

7. The vice-chancellor may dismiss for misconduct, serious misconduct, unsatisfactory performance, redundancy, ill-health or for other reasons determined by the Council, any staff member under policies and procedures determined by the Council from time to time.