

## Salary Criteria for Nat Salary Negotiations 2026

The salary criteria for Nat are established with reference to the specific objectives and priority areas that the annual local salary negotiations are intended to support. The criteria, and the annual negotiations in general, are designed to ensure and promote:

- a transparent link between remuneration and individual employee performance
- the retention of qualified staff
- the development of relevant qualifications and competencies

The relative weighting of the criteria may vary depending on the type of position, and the list should not be regarded as exhaustive. For all position categories, qualifications applied in the course of work may provide grounds for a qualification supplement. Examples include:

- Professional qualifications
- Personal qualifications
- Team-oriented qualifications

In the context of the local salary negotiations, and with a view to supporting AU's overall strategy, management will furthermore place particular emphasis, with respect to academic staff (VIP), on demonstrated quality within the following areas:

- Research and development activities
- Education and teaching
- Knowledge exchange and collaboration with external stakeholders
- Talent development
- Research leadership, including contributions to internationalisation and diversity
- Acquisition of external funding
- Managerial responsibilities